

Leadership Series - Ricardo Bastos

[00:00:00] **Christophe Foulon:** Thank you for coming to another episode of

[00:00:03] Cybersecurity, the leadership series, this series is focused on leadership and different leaders within the cybersecurity community, sharing their views and perspectives to help the next generation. Today. We have Ricardo Bastos bacillus that I said, all right.

[00:00:21] Okay, perfect with us and he'll be sharing his perspective. Ricardo, why don't you give us a overview on your background and then we'll get

[00:00:29] **Ricardo Bastos:** started. Sure. First thank you for having me here. I'm a cybersecurity professional for more than 15 years. Most of my career career was in consulting companies back in Brazil.

[00:00:39] My hometown. And I came to Canada in 2018 and I'm a cybersecurity manager at Sierra wireless.

[00:00:46] **Christophe Foulon:** Thank you very much. So, as you evolve in your career, what made you decide to become a leader versus staying as an individual contribute?

[00:00:56] **Ricardo Bastos:** Sure. I thought that I could do more. I could
[00:01:00] reach more people. I could develop talent and overall I could deliver more in a leadership position given my background and my experience.

[00:01:10] **Christophe Foulon:** Okay. Speaking about your background and experience, how would you rate yourself on a scale of one to five in delegation, collaboration and communication?

[00:01:19] **Ricardo Bastos:** I would say for that's something that I learned throughout my career that you need to delegate. We can't do everything and we need to let people make mistakes and grow.

[00:01:32] So it's important to give the opportunity for everyone to grow and to learn by their mistakes. That's a natural part of the process. But I think that that's very important.

[00:01:42] **Christophe Foulon:** Okay. And in regards to collaboration and communication,

[00:01:45] **Ricardo Bastos:** I would say a four as well. Something that I learned throughout my career is that, and especially insecurity.

[00:01:52] You need to talk to people. You need to understand their point of views. We going to talk with different stakeholders that often are [00:02:00] not a tech savvy. So you need to explain, you need to try to translate those terms to a language that they can understand. I think communication is key to get engagement and to get let's say partners to your cybersecurity initiatives.

[00:02:13] **Christophe Foulon:** And as you grew in your leadership role, how has important, how important is influenced within that role?

[00:02:22] **Ricardo Bastos:** I think it's a key the biggest challenge that I would say for every cybersecurity leader is to change culture. People sometimes are used to do things in their own way that might not be the most secure way.

[00:02:33] And you can't just be the no department. Right? You can just say, no stop. You can't do that. You need to tell Dan to explain to them why you need to do such things. So it's important. To influence rather than just be like, stay a forceful kind of leadership.

[00:02:47] **Christophe Foulon:** Okay. And as you grew in your career, how important would you consider networking as a skill?

[00:02:53] Yeah. I think

[00:02:54] **Ricardo Bastos:** it's, it's very important because it improves your knowledge. It improves our [00:03:00] relationship internally with your company externally with other companies, it increases your, your, your recognition and it also builds your, your reputation. So I think it's really important. Okay.

[00:03:13] **Christophe Foulon:** So looking at yourself now, Imagine someone listening to this in the future and they're looking to become a cybersecurity leader.

[00:03:21] What advice would you give them?

[00:03:22] **Ricardo Bastos:** I think it's, it's very important to listen to be humble. Technology is something that is changing a lot every day, so we can never say that we know everything. Cybersecurity is important. But needs to be

aligned with the business, right? We can't expect that we're going to create very strict controls that will stop the business from operating.

[00:03:45] So you need to have this perspective. You need to listen to different stakeholders, understand the business. So I think that is, is key to, to become a successful, be humble. Listen, talk to people, understand their point of views and, and try [00:04:00] to create a more collaborative effort and a more collaborative security program.

[00:04:05] **Christophe Foulon:** Thank you. Well, thank you so much for sharing your advice with us today, Ricardo and everyone listening. Please feel free to share us with all your friends and family. Thank you. Have a great.