

# Organisational Security Culture and Development Strategies

*Bello, Akeem  
Olalekan*

# *Introduction*

- God is my protection and so this evil is not my potion (naivety).**
- Don't get involve 'ooooo', I don't want you to cause problems for us (Complacency).**
- Is this why we are here? This people cant stop wasting out precious time (apathy).**
- You've worked hard to get the right security policies and best practices in place, yet more than half of your employees fail to take even the most basic security precautions in their everyday work.**

# *Conceptual Clarification*

## ❑ Organisation.

- ❖ An organisation is an entity comprising multiple people, such as an institution or an association, that has a particular purpose.

## ❑ Security

- ❖ Security is freedom from potential harm or resilience against same, caused by you deliberately/accident or by others deliberately/accident

## ❑ Culture

- ❖ Culture is an umbrella term which encompasses the social behaviour and norms found in human societies, as well as the knowledge, beliefs, arts, laws, customs, capabilities and habits of the individuals in these groups

## ❑ Awareness

- ❖ Awareness is the ability to directly know and perceive, to feel, or to be cognizant of events. More broadly, it is the state of being conscious of something

# *Major Issues*

## □ Security culture in terms of individuals

- Security culture in terms of individuals refers to the set of values, exhibited or expected to be exhibited by an individuals in an organisation towards security.

## □ Security culture in terms of organisation

- **Security culture in terms of organisation** refers to the set of values, shared by everyone in an organisation, that determine how **people** are expected to think about and approach **security**

# *Barriers to Security Culture in an Organisation*

- ❑ Maximize revenue while minimizing costs.  
(trade mentality)
- ❑ Complacency (its another person's business)
- ❑ Maliciousness (wrong attitude towards security)
- ❑ Ignorance ( lack of knowledge)

# *Conflicting Pages*



# *Why the Need for Security Culture*

- You have put the right security policies in place and also applied same properly and yet more than half of your employees fail to take the most basic security precautions in their everyday work.
- The future of an organisation will remain at risk because decision-makers do not understand the need to pay for the cost of security to prevent future physical and hidden calamities.
- You find it difficult to hire good talents because the best candidates do not trust your organisation, feeling they can be more effective elsewhere because of the vulnerability of your organisation.

# *Determinants of Organisational Security Culture*

- Attitudes:** The feelings of employees about security.
- Compliance:** Adherence of rules, regulations or policies designed to improve security.
- Cognition:** Employees' understanding of security needs.
- Communication:** The quality and availability of communication and support on security matters.
- Responsibilities:** Accountability level of employees to organizational security.
- Behaviours:** Risk level of employees' actions.
- Norms:** How far does employees' actions influence others
- If management have all these right, less is the security challenge.

*Cooperation*



# *Strategies for developing security culture*

- Insisting that security belongs to all
- Education
- Reward for compliance
- punishment
- Make security engaging and friendly

# *Conclusion*

Adherence to security culture in an organisation is very important because it will reduce liabilities, insurance, compensation and other social security expenses to be paid by the company to the stakeholders. Thus, you increase your business revenue and reduce the operational charges that incur on your business budgets.

*See You Next Time*

*Thank you for listening.*