



**Dr. Jennifer Hesterman (Colonel, U.S. Air Force, retired)**  
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## Topics

### **Emergent Security Threats: What Leaders Need to Know**

This fast-paced briefing provides up-to-the-minute information on emergent threats to leaders, managers, operators, and analysts better assess vulnerabilities and develop a targeted security plan for their facilities and event venues. Presented to the International Association of Healthcare Security and Safety (IAHSS) Virtual Leadership Forum in May, 2021 and the State Department's International Visitor Leadership Program in September, 2021.

#### **Learning Objectives:**

- Understand the human factor in security and how complacency, denial, distraction, radicalization et al behaviors of the citizenry impact security planning
- Increase awareness of current threats from international and domestic terror groups, violent criminals, lone actors and insiders
- Explore emergent threats and plots, such as the targeting of first responders and use of human shields as an asymmetric tactic
- Understand the vulnerability of soft targets and why they are attractive to bad actors
- Learn about the latest asymmetric hardening tactics and targeted recommendations to lower vulnerability

### **Securing Public Spaces: A Practical Exercise**

Attendees arrive with a public space or mass gathering in mind. After an overview of current threats, the presenter, a soft target hardening expert, introduces an assessment tool used by law enforcement to help organizations determine their vulnerability to acts of violence. Lessons learned from recent attacks and other tactical information is interwoven into the session to add context. Participants leave with a scored assessment and unique ideas for securing their operating location. Presented as part of the National Safety Council's Impact Track in April, 2021.

#### **Learning Objectives:**

- Learn how to conduct a thorough and accurate vulnerability assessment
- Know how to use a completed vulnerability assessment to prepare a safety, security and crisis response plan
- Understand how emergent threats and recent attacks impact vulnerability assessments and ongoing security activities



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### **Insider Threat: Cross-applying Government Strategies to the Private Sector**

As if securing our organizations wasn't already complex enough with myriad bad actors and tactics, we now must factor in the growing insider threat to organizations. The U.S. government has a new insider threat program to protect can't-fail national security programs, including those in the nuclear realm. Information and lessons learned from the government sector can easily be cross-applied to all organizations struggling to address insider threat challenges. Presented live at the ASIS GSX Global Security Conference in Orlando, September 2021.

#### **Learning Objectives:**

- Define the 5 insider threat categories
- Identify key challenges to detecting insider threat
- Understand how the Internet is fueling insider threat
- Learn how the government establishes benchmarks and continuously evaluates employees and their activities to lower the possibility of, detect and mitigate insider threat

### **Why People Radicalize: An Inside Look at Domestic Violent Extremism**

According to Department of Homeland Security Secretary Alejandro Mayorkas: "Domestic violent extremism poses the most lethal and persistent terrorism-related threat to our country today." Security teams are understandably concerned about the heightened potential for ideologically-motivated violence from Domestic Violent Extremists (DVEs) in the United States. Actors are motivated by a variety of ideologies, whether political, economic, religious or single issue, such as environmental. Understanding motivations and the threat to your organization by external and internal actors is critical to inform your security planning. Presented as part of Topo.ai's 2021 Educational Webinar series for corporate security professionals.

#### **Learning Objectives:**

- Understand the definition of extremism and explore why and how people radicalize
- Learn about the primary Domestic Violent Extremist (DVE) groups, motivations and tactics
- Comprehend specific threats DVEs pose and how might they bring danger to your doorstep
- Explore current government activities to counter DVEs



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### **Women in the Workplace: How to Achieve Balance and Remove Barriers to Success**

Women have a unique set of challenges, whether working in male-oriented workplaces or C-Suite positions - yet they can be extraordinarily successful! We discuss the unique traits women bring to the workplace and how to harness and leverage them for success. Using her own journey navigating a fast-track military career, marriage to another senior military officer and parenthood, the speaker will help identify barriers, some we unknowingly create, and provide solutions for making them turnstiles to success. In order to achieve our greatest potential, we must seek to understand what drives us towards leadership roles, develop a compass, prioritize our time, make life and work decisions around what is most important and obtain balance for personal and professional well-being and enhanced success. This session is for women and men who work with, for and supervise women - everyone! Presented as part of a military women's panel at the ASIS GSX Global Security Conference, September 2021.

### **Learning Objectives:**

- There are plenty of difficult obstacles in your path; don't allow yourself to be one of them!
- There are unique stresses on women in in the workplace
- Knowledge of self is key: as women, we must be introspective and honest about our difficulty achieving balance – and how this ultimately impacts our success
- We must take control of our most precious and ever-dwindling resource: time
- Mentoring is key, and successful cross-gender mentoring is not only possible, but a powerful tool



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## Profile

Dr. Jennifer Hesterman is a retired Air Force colonel who served in three Pentagon tours and commanded in the field multiple times. Her last assignment was Vice Commander at Andrews Air Force Base, Maryland, where she led installation security, force support, and the 1st Helicopter Squadron, and regularly escorted the President and other heads of State on the ramp. She is the recipient of the Legion of Merit, the Meritorious Service medal with 5 oak leaf clusters and the Global War on Terrorism Service medal.

After her military retirement in 2007, Dr. Hesterman started working as a private contractor in Washington, DC studying international and domestic terrorist organizations, transnational threats, organized crime and the terrorist and criminal exploitation of the Internet. She is presently Vice President, Watermark Risk Management International, advisor to the Crisis Response Journal and advises the Homeland Security Training Institute at the College of DuPage in Chicago. In addition to providing soft target security assessments, she designs and instructs graduate level security courses for the Defense Counterintelligence and Security Agency, Department of Defense.

She holds a doctoral degree from Benedictine University, Master of Science degrees from Johns Hopkins University and Air University, and a Bachelor of Science degree from Penn State University. In 2003, she was a National Defense Fellow at the Center for Strategic and International Studies in Washington, D.C. where she studied the terror-crime nexus; her resulting book, *Transnational Crime and the Criminal-Terrorist Nexus*, won the Air Force Research Award for 2004. She is a 2006 alumnus of the Harvard Senior Executive Fellows program and was a senior fellow at the Center for Cyber and Homeland Security at George Washington University from 2016-2018.

An academic author for the Taylor & Francis Group, Dr. Hesterman's book *Soft Target Hardening: Protecting People from Attack* was the ASIS Security Industry Book of the Year for 2015. The second edition received the same honors in 2019 and was the Social Sciences Book of the Year for Taylor & Francis. She also authored *Soft Target Crisis Management* (2016) and *The Terrorist-Criminal Nexus* (2013).

Dr. Hesterman is a sought-after public speaker, with over 60 keynotes, guest speaking and training events in the U.S. and abroad since 2007 for ASIS, FBI, DHS, DoD, state and local law enforcement, Fortune 100 companies and Major League Baseball.