

Dear Reader

The volume you are reading is the *ISACA® Journal's* second in its 50th anniversary year. The topic of the workforce is one that has evolved significantly over time—and one that continues to change rapidly.

The COVID-19 pandemic accelerated the anticipated migration from the traditional office environment to today's remote work environment. This has led organizations around the world to rethink how they collaborate, provision, train and inspire their workforce—and even when they conduct core business hours.

Similarly, the expectation of the workforce has pivoted to a flexible work arrangement where employees principally work from anywhere rather than from traditional “storefront” offices. This, in turn, is spurring leaders to rethink how they invest in real estate to house their enterprise workspaces. Many have reduced their office footprints to accommodate fewer in-house employees while provisioning for meeting and hotel spaces for their personnel.

Many businesses and organizations are confronted by what is being called “The Great Resignation,” as large numbers of employees across numerous sectors are resigning their positions to pursue new jobs, interests, locations or work arrangements. This is leading executives to rethink how they recruit, reward and retain their workforce in today's highly competitive labor environment.

ISACA® is seeing the impact of this turbid work environment. The growth rate of ISACA certifications is rising as members continue to invest in their

professional development and competitiveness. Many are pivoting to new career opportunities and leveraging ISACA training and education resources on topics such as emerging technologies to fuel and accelerate their moves.

ISACA also made some big shifts in how it serves members in this new work environment. For example, ISACA invested in major upgrades to its online service model and migrated all major conferences and training sessions to online platforms, earning rave reviews from ISACA's professional community for these high-quality engagements and the continuity of ISACA community activities. ISACA is also modernizing and upgrading its web presence and capabilities to better meet members' needs.

At the same time, ISACA is adding more and improved content to help practitioners navigate evolving issues such as the future of the workforce—much of which, like this *Journal*, is contributed to by talented and highly skilled members.

As an ISACA member, I am proud of the work done by chapters, headquarters staff and you, my fellow members, to rise to the challenges and opportunities of the evolving workforce. As ISACA celebrates the *Journal's* first 50 years, the ISACA community moves forward with an innovative, agile and resilient vision that postures it well for the future.

All the best,



GREGORY J. TOUHILL | CISM, CISSP, BRIGADIER GENERAL, US AIR FORCE (RET.), ISACA BOARD CHAIR

Is director of the world-renowned CERT Division of Carnegie Mellon University's Software Engineering Institute, a US federally-funded research and development center. Prior to this appointment, he was president of Appgate Federal, a cybersecurity and advanced technology company. Also a professor of cybersecurity at Carnegie Mellon University's Heinz College (Pittsburgh, Pennsylvania, USA), he has extensive experience as the director of profit and loss corporations and nonprofit organizations, including serving on the Splunk, Intel and Symantec Federal Advisory Boards. Prior to entering the private sector, he concluded a distinguished career of public service culminating in his selection by the President of the United States as the US government's first chief information security officer. His other civilian government service includes duties as the deputy assistant secretary, Cybersecurity and Communications at the US Department of Homeland Security; and as director of the US National Cybersecurity and Communications Integration Center, where he led programs to protect the United States and its critical infrastructure. He is a retired US Air Force general officer, a highly decorated combat leader, an accomplished author and public speaker, and a former US diplomat.



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