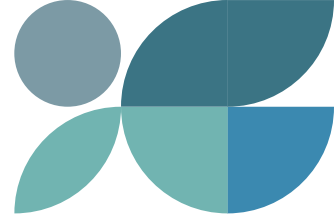




EXECUTIVE
SUMMARY
SPOTLIGHT



2022 Mid-Year Outlook State of Protective Intelligence Report

THE PERSPECTIVE FROM HUMAN RESOURCES LEADERS



Ontic Center for
Protective Intelligence



People-centered functions are in the first line for protecting companies and mitigating risk

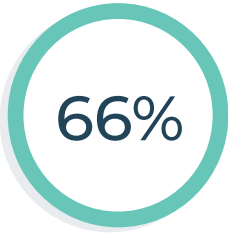
Protecting corporate executives, employees, customers and assets is the responsibility of human resources leaders, along with their physical security, cybersecurity and IT, and legal and compliance colleagues.

As American corporations experience an increased volume of threats driven by strong political, social and economic headwinds, human resources (HR) executives are increasingly co-owning and responsible for business continuity and resilience, and managing a variety of these threats.

DEFINITIONS AND VOLUME OF THREATS AND BUSINESS RISKS

(According to human resources leaders)

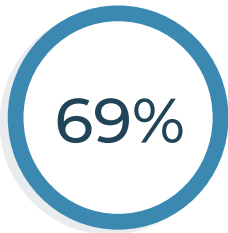
Threat description and % of physical security executives surveyed that said it expresses how their line of business defines and describes business threats



Hostile written, verbal or physical actions with the potential to compromise individuals’ mental or physical well-being at the workplace or while on duty.

Number of threats and business risks physical security deals with annually

None	2%
1-2 per year	9%
3-5 per year	24%
6-10 per year	35%
11-25 per year	18%
26-50 per year	5%
+50 per year	8%



Actions or events that compromise company adherence to regulations and laws.

None	0%
1-2 per year	12%
3-5 per year	37%
6-10 per year	34%
11-25 per year	9%
26-50 per year	1%
+50 per year	6%



Negative actions or events that compromise the security of your company’s IT and network systems.

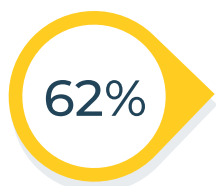
None	6%
1-2 per year	22%
3-5 per year	25%
6-10 per year	29%
11-25 per year	10%
26-50 per year	4%
+50 per year	3%

Threat assessment and management are critical, but it's unclear which department takes the lead.

Being able to identify potential trouble in the workplace that may be on the horizon is increasingly important as threats to businesses rise. Almost all human resources executives say that behavioral threat assessment or threat management training is important for their team to successfully execute their job (99% say it is important, including 73% who say it is very important).

Of the potentially violent and harmful threats their company received in 2022, human resources, physical security, cybersecurity and IT, and legal and compliance executives surveyed said most (28%), some (39%) and a few (20%) threats were surfaced because human resources identified concerning employee behavior within a business unit.

Though a majority of human resources executives agree (87%) that along with their department, physical security, cybersecurity and IT, and legal and compliance professionals have also been adequately trained to assess threats — which includes reporting erratic behavior and warning signs that could lead to workplace violence — there is confusion over which department “owns” threat assessment and management.



Among human resources respondents, 62% said human resources is responsible for threat assessment and management while 68% said they should be responsible.

Most other respondents thought their own departments had and should have primary responsibility: 76% of physical security said they are responsible, 49% of cybersecurity and IT said they are responsible; 47% of legal and compliance said they are responsible.

Implications for human resources

This disagreement — or confusion — among respondents in regards to responsibility for threat assessment and management is vital, as it could likely translate into confusion in threat investigations, assessment, and threat management planning and is a failure to meet the ASIS Standard for workplace violence prevention.

Employee firings don't have to go wrong

When an employee will be furloughed or fired, among HR executives surveyed, 81% say they are always notified, 73% say they are always present and 70% say they are trained to address the situation if it turns violent.

WHEN AN EMPLOYEE WILL BE FURLOUGHED OR FIRED AT MY COMPANY, HUMAN RESOURCES IS:

81%

Always notified

73%

Always present

70%

Trained to address situation
if employee firing of
furlough turns violent

But, even minor lapses in established communications or processes can result in disaster.

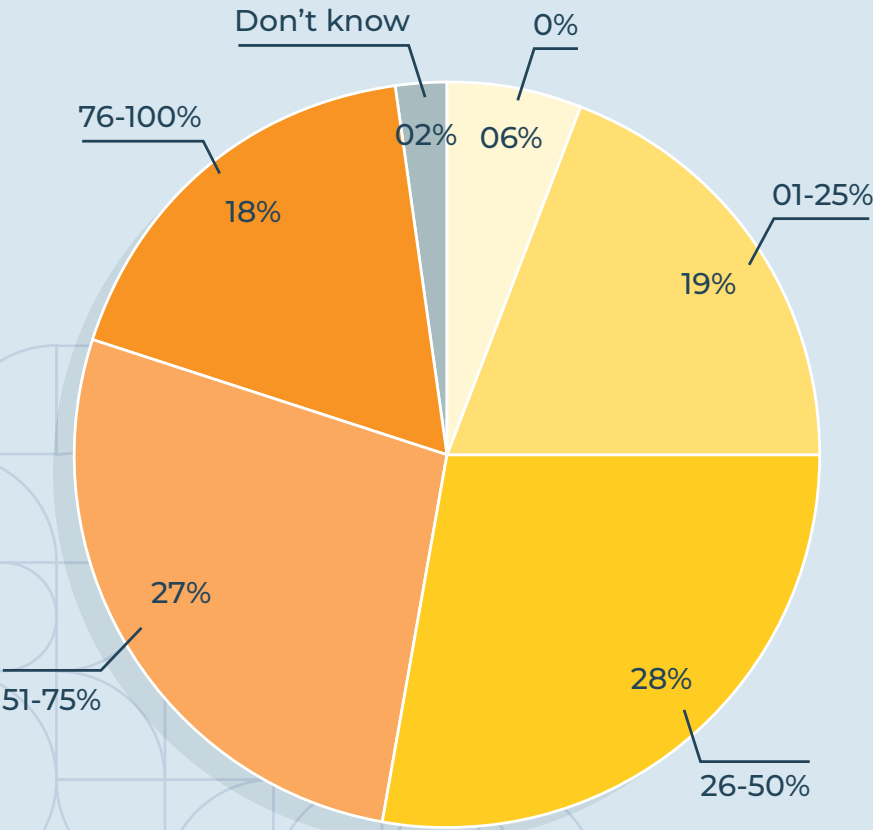
75% of human resources executives agree that in the past year, violence or harm occurred at their company when an employee was furloughed or fired because of a failure to notify their department in advance.

Tech consolidation and single universal software platforms to share data

A substantial percentage of threats that disrupted business continuity or resulted in harm or death at companies in 2022 could have been avoided if all functions surveyed shared and viewed the same intelligence in a single software platform. Over half of human resources leaders (55%) said 26-75% of threats could have been avoided while 19% said 1-25% of threats could have been avoided and 18% said as high as 76-100%.

Putting in place strategies to prepare for and lessen the effects of threats a business may face — and ultimately mitigating risk — is as important as corporate compliance or ensuring internal policies, procedures and behaviors, as well as external regulations, are met. Clarity around roles and responsibilities, communications, collaboration, processes and reporting, and special training to be able to address volatile situations, can mean the difference between a catastrophic event destroying a business or the event being averted. This is critical to long-term business resilience.

PERCENTAGE OF THREATS IN 2022 THAT DISRUPTED BUSINESS CONTINUITY, RESULTED IN HARM OR DEATH — BUT COULD HAVE BEEN AVOIDED — IF PHYSICAL SECURITY, HUMAN RESOURCES, CYBERSECURITY AND IT, LEGAL AND COMPLIANCE SHARED AND VIEWED THE SAME INTELLIGENCE IN A SINGLE SOFTWARE PLATFORM





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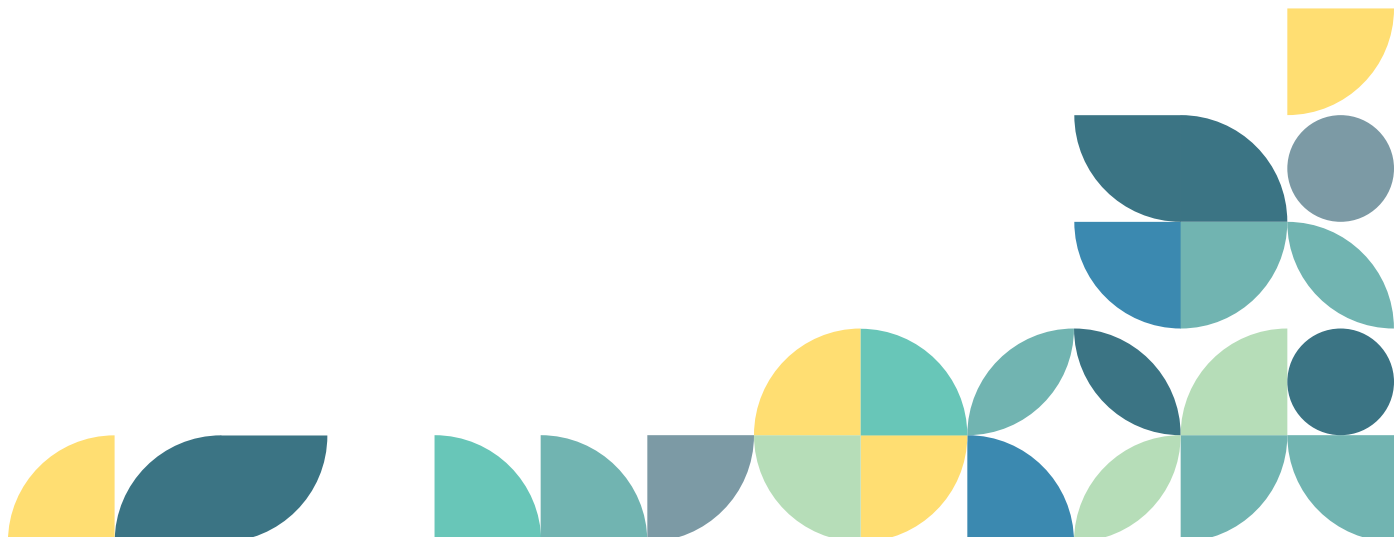
THE PERSPECTIVE FROM HUMAN RESOURCES LEADERS

About the study

Ontic surveyed 400 executives across four different departments at U.S. enterprises who have responsibilities for protecting businesses: physical security, cybersecurity and IT, human resources, and legal and compliance.

Download the full report

To read the full 2022 Mid-Year Outlook State of Protective Intelligence Report, including the perspective from physical security, cybersecurity and IT, human resources, and legal and compliance leaders, visit ontic.co/stateofPI or download here:



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