

Key Considerations for Monetizing Insider Risk

For insider risk and investigations teams, proving value has always been harder than doing the work itself. The outcomes are preventative and often invisible. In a cost-conscious, metrics-driven corporate environment, however, “trust us” is no longer sufficient.

Insider risk programs must clearly articulate how they protect revenue, safeguard strategic assets, reduce legal exposure, and enable the business to operate with confidence.

1. Stakeholder alignment


Identify executive sponsors and key stakeholders (security, legal, HR, compliance, finance, executive leadership)	
Align on why insider risk matters to the business	
Define what “success” looks like (like risk reduced, loss avoided, exposure limited, time saved)	
Set expectations early that metrics represent estimated risk mitigated, not guaranteed loss prevented	

2. Defining risk

Align on how “risk” is defined (likelihood and impact, not just severity or volume)	
Identify the organization’s highest value-assets using business language, not security jargon	
Partner with business owners to validate why those assets matter and what realistic impact loss would have	
Map insider risk scenarios directly to those high-value assets (often the highest insider risk to these are people leaving the company)	

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3. Build a believable risk formula

Establish a consistent method for calculating value at risk	
Avoid worst-case assumptions that inflate numbers beyond credibility	
<p>Apply contextual multipliers to reflect realistic probability, like:</p> <ul style="list-style-type: none"> Existing employee access (broken down by role and access level) Type of departure (terminated vs. voluntary) Destination (competitor, partner, retirement, unknown) Individual history and prior employment patterns 	
<p>Clearly document the assumptions underlying each adjustment.</p> <p>.....</p>  <p>EXAMPLE: That risk may be higher for departing employees who plan to remain within the industry or for those whose departures are involuntary</p>	
Validate the model with legal and finance prior to executive use	




TIP: Believability matters most. A smaller, defensible number will always outperform a larger one that cannot be explained.

4. Investigator skills and enablement

Train teams to assess intent, behavior, and impact alongside technical indicators	
Build skills in communicating with legal, HR, and business leaders	
Establish structured discussions with managers to validate intent and real-world risk	
Educate stakeholders on how insider risk value is calculated and communicated	

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5. Presenting the numbers

<p>Never present numbers without explaining the methodology and assumptions</p>	
<p>Clearly distinguish between:</p> <ul style="list-style-type: none"> • Total value at risk • Risk mitigated • Value recovered (if applicable) 	
<p>Tailor messaging by audience:</p> <ul style="list-style-type: none"> • Legal: defensibility, assumptions, precedent • Business leaders: revenue, continuity, strategic impact • Finance: realism, consistency, trends over time 	
<p>Use ranges or confidence bands when appropriate</p>	
<p>Anchor metrics in real cases rather than abstract totals.</p> <p>.....</p> <p> EXAMPLE: Instead of: “We saved \$50M last quarter.”</p> <p>Try: “In Q2, we investigated 14 high-risk departures involving employees with access to product roadmaps and proprietary code. In three cases, individuals were joining direct competitors and attempted to transfer sensitive materials before leaving.</p> <p>Using our risk model — factoring access level, asset sensitivity, and destination — we estimate we mitigated \$40-50M in realistic business risk tied to three strategic initiatives. This estimate reflects agreed assumptions validated by Legal and Finance.”</p>	

Turn insider risk prevention into measurable business value with Ontic

Ontic connects pre-incident indicators and alerts across your threat landscape — helping security teams prevent theft, reduce costs, and clearly quantify financial impact.

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