

MAKING A RISKY BUSINESS LESS SO FOR CISOS

Technology, expertise, and a committed ally are the front-line weapons organizations need to manage cybersecurity risks and compliance requirements

If Tevora seems comfortable wearing the mantle of an Inc. 5000 company, that should come as no surprise. It's earned that honor six years running. A management consultancy focused on cybersecurity, risk, and compliance services, Tevora was also named one of the best places to work in Orange County, California, in 2019.

Tevora is devoted to supporting chief information security officers (CISOs) in protecting their organizations' digital assets. "We make it our responsibility to ensure that CISOs have the tools and guidance they need to build their departments, so they can prevent and respond to daily threats," says Ray Zadjmool, CEO and founder.

Working with global enterprises, governments, and other institutions, Tevora's expert advisors take the time to learn about each client's unique pressures and challenges so they can help identify and execute the best solutions for each case, Zadjmool explains. "We take a hands-on approach to each new partnership and, year after year, apply our cumulative learnings to continually strengthen the company's digital defenses."

TENACITY TO OVERCOME CHALLENGES

Founded in 2003, Tevora has grown steadily, always finding ways to overcome challenges. "We have faced our share of growing pains, but we have had the tenacity and drive to overcome them," says Nazy Fouladirad, Tevora's president and COO.

An early challenge was recruiting and retaining the talent it needed. Tevora met it by investing heavily in its summer intern program, in-house training, subsidized professional development tracks, purposeful career paths, and amenities that make Tevora "the hottest space in Orange County to build a career in security," Fouladirad says.

It has also solved team support challenges by investing in bicoastal offices and a diversity of team locations. "Our business challenge is to stay ahead of our customers' needs, so we prior-



Tevora team outing, January 2019

itize staying nimble and solving issues on a regular basis," she says.

DRIVEN BY CUSTOMER FOCUS

With a brand built on the three pillars of insightful advice, positioning as an expert resource, and confident delivery, Tevora consistently wins high ratings from both employees and clients. Zadjmool and Fouladirad credit the company's success to its focus on putting its customers first for its success. "As we examined and defined what 'client-centric focus' meant for us, we came to the conclusion that in order to give excellent service, we have to enable our employees and take care of them," Zadjmool says.

Tevora's impressive performance bears witness to the power of its strategic approach, and it continues to grow. It expanded into the greater New York area in 2018 and relocated to a new, larger headquarters facility in Irvine, California, earlier this year. As part of its long-term plan to expand Tevora's footprint across the country, it is opening a new office in the Washington, D.C., area early in 2020 and another in the Bay area soon after that.

"At Tevora, we are dedicated to and passionate about cybersecurity, consulting, and our ability to impact an organization in a positive way," Fouladirad says. "We take our art seriously, and we work very hard to ensure that our clients have a great customer experience, and the work is relevant, meaningful, and of value to our staff and clients alike."

