MIKE STAFFORD

Converged Security & Technology Leader | Fractional CIO/CISO | M&A Due Diligence | IT/OT Convergence

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PROFILE

Converged security and technology leader with 15+ years across manufacturing, PE portfolio companies, tribal enterprises, and defense-adjacent organizations. Formally assessed at 96th percentile perceptual reasoning (WAIS-IV), enabling rapid parallel processing of technical systems, operational environments, physical security posture, and organizational dynamics simultaneously. Reads people and behavioral patterns with the same rigor applied to technical systems, with over a decade of professional application across incident investigation, stakeholder alignment, conflict resolution, and behavioral threat assessment.

Bridges domains that rarely talk to each other: PLC programming through cloud architecture, SCADA/ICS through enterprise IT, physical facility assessment through SOC operations and digital forensics, CMMC and DFARS compliance through real-world operational security. Growth partner, not break-fix.

CREDENTIALS & CLEARANCE

CISSP (ISC2)	CISM (ISACA)	CMMC CCP (Cyber AB)
MS Cybersecurity Architect Expert	MS M365 Enterprise Admin Expert	GCFA (SANS FOR508) - In Progress

Security Clearance: Favorable Tier 3 determination (NBIS), adjudicated November 2024, valid through November 2034. Secret-eligible via reciprocity.

CORE CAPABILITIES

- M&A Technology Due Diligence & Integration
- IT/OT Convergence & Industrial Control Systems
- Cybersecurity Program Architecture & Compliance
- Converged Security (Physical + Cyber + OT + Behavioral)
- Fractional CIO/CISO Strategic Leadership
- Incident Response & Digital Forensics
- Stakeholder Alignment & Influence-Based Leadership
- Behavioral Threat Assessment & Org Dynamics

PROFESSIONAL EXPERIENCE

HAIDEN Technologies
Principal / Founder | May 2025 - Present | Holland, MI

Founded a strategic advisory and technology practice serving manufacturing, healthcare, private equity, and small business clients. Work spans consulting, product development, and professional growth across converged security, automation, and cross-domain technology leadership.

- Fractional CIO/CISO services, cybersecurity advisory, and strategic technology guidance across multiple industries, including HIPAA compliance for healthcare clients and cybersecurity program advisory for organizations navigating CMMC and DFARS
- Architecting technology platforms: HighPoint (no-code AI orchestration), HAIDEN Studio (AI-augmented web design), HAIDEN Homes (enterprise-grade smart home automation), and PSI modernization (manufacturing execution system)
- Completing GCFA (SANS FOR508 digital forensics). Continuing applied study in behavioral psychology, emotional intelligence, and converged physical-cyber security assessment. Mentoring early-career technology and cybersecurity professionals

Waséyabek Development Company, LLC
IT Operations & Cybersecurity Manager (CISO-Equivalent Scope) | Jan 2022 - Apr 2025 | Grand Rapids, MI (Remote)

Managed IT operations and cybersecurity across a tribal enterprise portfolio with multiple subsidiaries, each in different industries with different compliance requirements. Reported to the VP of IT, but the role was functionally CISO-level across the entire portfolio.

- Coordinated external vendors, MSP/MSSP partners, and SOC providers to deliver security operations at scale with a lean internal team. Managed vendor relationships end-to-end including third-party risk management
- Developed incident response capability: runbooks, triage processes, escalation paths, and forensic procedures. Led investigations and coordinated response. Built disaster recovery and business continuity plans
- Built and managed compliance programs around NIST 800-171, CMMC, and DFARS for government contracting operations. Aligned security controls with subsidiary operations and maintained audit readiness across companies with varying technical maturity
- Portfolio included subsidiaries with HIPAA and PCI requirements; provided architectural guidance and compliance direction around those frameworks
- Led IT and cybersecurity due diligence for M&A activity, assessing targets and managing post-close integration. Developed security awareness training. Managed IT budgets across the portfolio
- Drove all initiatives through influence without authority, working across subsidiary leadership teams with different cultures and building trust to advance security improvements

RSI Manufacturing
Director of Information Technology | Aug 2011 - Jan 2022 | Muskegon, MI

Operated as ownership's #2 for a decade with hybrid IT Director/COO influence across technology, production, logistics, finance, and HR. The person people came to when ownership wasn't available and the person people came to with problems they couldn't take to ownership.

- Scaled infrastructure to 3x capacity while reducing unplanned downtime. Architected ERP and real-time analytics platform that moved decision-making from gut feel to data-driven operations
- Functionally served as HR advisor for much of tenure: complaints, concerns, conflict resolution, mentoring, team development across technical and non-technical roles. Built trust-based relationships where people could be honest
- Managed IT/OT convergence across the manufacturing environment: PLCs, SCADA interfaces, machine monitoring, and quality tracking systems connected to enterprise IT infrastructure
- Took on increasing information security responsibilities in later years: network hardening, endpoint protection, access control policies, and security awareness. Managed physical building security including surveillance, access control hardware, perimeter monitoring, and facility assessments
- Negotiated vendor contracts generating significant annual savings. Became the go-to resource for cross-departmental problem-solving, process improvement, and strategic planning across the organization

Production Software Integrated, LLC
Chief Technology Officer | Apr 2016 - Dec 2021 | Muskegon, MI (Concurrent with RSI)

Led product development of a SaaS manufacturing execution system (MES) from concept through production deployment, addressing operational challenges observed on manufacturing floors.

- Built real-time production visibility through touchscreen interfaces, visual work instructions, and machine monitoring. Replaced paper-based quality tracking. System still in production 10+ years later
- Applied enterprise architecture thinking to startup context, designing for long-term sustainability. Bridged development, sales, and implementation, translating customer requests into effective solutions
- Designed and implemented security architecture for the SaaS platform: authentication, access controls, data protection, and secure multi-tenant infrastructure. Deepened a broader shift into information security that carried forward across subsequent roles

PROOF OF IMPACT

$50K to 20 Hours	Vendor quoted $50K for Entra ID migration; scripted it in ~20 hours with automation tooling
$300K/Year	Business case for IT internalization across portfolio IT spend, documented and presented three years running
Days to Real-Time	Transformed paper-based quality tracking to real-time MES with touchscreen interfaces and machine monitoring. Still in production 10+ years later
NIST 800-171	Built compliance programs and stood up controls for tribal enterprise portfolio handling sensitive government contracting data
Incident Response	Created IR capability from zero: runbooks, alert triage, escalation paths, forensic procedures. Dramatically faster detection and response

INDUSTRIES & REGULATORY EXPERIENCE

Industries: Manufacturing (automotive, industrial), Defense-adjacent/Government Contracting, Private Equity Portfolio Companies, Tribal Enterprises, Healthcare, SaaS/Software Development, Critical Infrastructure (utilities, data centers), County/Municipal Government

Direct Compliance Implementation: NIST 800-171, CMMC, DFARS

Advisory/Architectural Exposure: HIPAA, PCI DSS

TECHNICAL PROFICIENCIES

Security & Compliance	SIEM, EDR, SOC Operations, Vulnerability Management, Incident Response, Digital Forensics, Threat Detection, NIST 800-171, CMMC, DFARS, Risk Assessment, Behavioral Threat Assessment, Physical Security Assessment, Access Control, OSINT
Infrastructure & Cloud	Microsoft Azure, Entra ID, Microsoft 365, SharePoint, Active Directory, Windows Server, Network Architecture, Virtualization, Disaster Recovery, Business Continuity
OT / Industrial	PLC Programming, SCADA/HMI, Manufacturing Execution Systems (MES), Industrial Control Systems, IT/OT Convergence, Machine Monitoring, Production Analytics
Development & Automation	PowerShell, Python, JavaScript, HTML/CSS, SaaS Architecture, API Integration, AI/ML Automation, No-Code Platforms, Enterprise Architecture, ERP Systems
Leadership & Strategy	M&A Due Diligence, Post-Acquisition Integration, Vendor Management, Third-Party Risk, Budget Management, Cross-Functional Leadership, Stakeholder Alignment, Mentoring, Security Awareness Training, Change Management

ADDITIONAL

Cognitive Assessment: WAIS-IV (September 2025, Dr. Shannon Connell, licensed neuropsychologist). 96th percentile Perceptual Reasoning (PRI: 127). Processes complex systems in parallel, not sequentially. The 24-point VCI-PRI gap represents specialized cognitive architecture enabling rapid holistic pattern detection.

Working Style: Remote-first, based in Holland, MI. Available for regional travel (2-3 hour radius plus 1-3 day trips). Async-preferred for complex work. Best thinking comes out in writing. Direct but empathetic communication. Growth partner, not break-fix.