

# 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 spanning manufacturing, PE portfolio companies, tribal enterprises, and defense-adjacent organizations. Bridges domains that rarely talk to each other: PLC programming through cloud architecture, SCADA/ICS through enterprise IT, physical facility assessment through SOC operations, CMMC/DFARS compliance through real-world operational security. Reads people and organizational dynamics with the same rigor applied to technical systems. Drives outcomes through influence and trust, not org chart authority.

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## CREDENTIALS & CLEARANCE

CISSP (ISC<sup>2</sup>)

CISM (ISACA)

CMMC CCP (Cyber AB)

MS Cybersecurity Architect Expert

MS M365 Enterprise Admin Expert

GCFA (GIAC/SANS)

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

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## CORE CAPABILITIES

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

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## PROFESSIONAL EXPERIENCE

### HAIDEN Technologies

*Principal / Founder | May 2025 – Present | Holland, MI*

Strategic technology and security advisory practice delivering executive-level guidance for organizations navigating converged risk, where a cybersecurity gap connects to OT systems, connects to physical access control, connects to the organizational dynamics of who owns what and who isn't talking to whom.

- Fractional CIO/CISO engagements providing strategic technology and security leadership, security program management, and governance on client cadence
- CMMC readiness and compliance architecture for defense manufacturers, including NIST 800-171 control implementation and DFARS alignment
- M&A technology due diligence: assessing hidden technical debt, integration risks, and organizational landmines before close
- Converged security assessments evaluating cybersecurity, physical security, OT/ICS, and organizational risk as one connected picture
- IT/OT convergence strategy for manufacturers bridging production floor systems and enterprise IT
- Modernizing a manufacturing execution system built as CTO (still in production 10+ years later) and architecting platforms applying AI, edge computing, and industrial IoT to operations and compliance

### 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 with different industries and compliance requirements. Reported to VP of IT; functionally served as CISO 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 third-party risk and vendor relationships end-to-end
- Built incident response capability from zero: runbooks, triage processes, escalation paths, forensic procedures. Led investigations and coordinated cross-team response. Developed disaster recovery and business continuity plans
- Stood up compliance programs for NIST 800-171, CMMC, and DFARS across government contracting operations. Maintained audit readiness across subsidiaries with varying technical maturity
- Provided architectural guidance for subsidiaries with HIPAA and PCI requirements. Led IT and cybersecurity due diligence for M&A activity, including post-acquisition integration
- Drove all security improvements through influence without authority, navigating subsidiary leadership teams with different cultures and levels of buy-in

## 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
- Managed IT/OT convergence: PLCs, SCADA interfaces, machine monitoring, and quality tracking systems connected to enterprise IT. Programmed PLCs and integrated equipment at serial, relay, and sensor levels
- Took on increasing security responsibilities: network hardening, endpoint protection, access control policies. Managed physical building security including surveillance, access control hardware, and perimeter monitoring
- Functionally served as HR advisor for much of tenure: conflict resolution, mentoring, team development across technical and non-technical roles. Built trust-based relationships where people could be honest
- Negotiated vendor contracts generating significant annual savings. 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, solving operational problems observed daily on manufacturing floors.

- Built real-time production visibility: touchscreen operator interfaces, visual work instructions, machine monitoring, and digital quality tracking replacing paper-based processes. System still in production 10+ years later
- Designed security architecture for multi-tenant SaaS platform: authentication, RBAC, data protection, and tenant isolation. Deepened a shift into information security that carried forward across subsequent roles
- Led 2–4 person engineering team through full product lifecycle. Bridged development, sales, and implementation, translating customer requirements into durable architectural decisions

## PROOF OF IMPACT

<b>\$50K to 20 Hours</b>	Vendor quoted \$50K for Entra ID migration; scripted it in ~20 hours with automation tooling
<b>\$300K/Year</b>	Built and presented business case for IT internalization across portfolio spend, documented three years running
<b>Days to Real-Time</b>	Transformed paper-based quality tracking to real-time MES with touchscreen interfaces and machine monitoring. Still in production 10+ years later
<b>NIST 800-171</b>	Built compliance programs and stood up controls for tribal enterprise portfolio handling sensitive government contracting data (CUI)
<b>IR from Zero</b>	Created incident response capability from scratch: runbooks, alert triage, escalation paths, forensic procedures. Dramatically faster detection and response
<b>Shop Floor to Boardroom</b>	Equally comfortable troubleshooting with technicians, navigating HR conflicts, or presenting risk posture to PE partners and executive leadership

## 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

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<b>Security &amp; GRC</b>	SIEM, EDR, SOC Operations, Vulnerability Management, Incident Response, Digital Forensics, Threat Detection & Modeling, NIST 800-171, CMMC, DFARS, Risk Assessment, GRC, Behavioral Threat Assessment, Physical Security Assessment, Access Control, OSINT
<b>Infrastructure &amp; Cloud</b>	Microsoft Azure, Entra ID, Microsoft 365, SharePoint, Active Directory, Windows Server, Network Architecture, Virtualization, Disaster Recovery, Business Continuity
<b>OT / Industrial</b>	PLC Programming, SCADA/HMI, Manufacturing Execution Systems (MES), Industrial Control Systems (ICS), IT/OT Convergence, Machine Monitoring, Industrial IoT, Production Analytics
<b>Development &amp; Architecture</b>	Python, PowerShell, JavaScript, SaaS Architecture, API Integration, AI/ML Pipelines, Edge Computing, Microservices, Enterprise Architecture, ERP Systems
<b>Leadership &amp; Strategy</b>	M&A Due Diligence, Post-Acquisition Integration, Vendor & Third-Party Risk Management, Budget Management, Cross-Functional Leadership, Stakeholder Alignment, Security Awareness Training, Change Management

## ADDITIONAL

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**Cognitive Profile:** Formally assessed (WAIS-IV, licensed neuropsychologist, September 2025) at the 96th percentile for perceptual reasoning. In plain terms: pattern recognition, systems thinking, and the ability to process complex relationships simultaneously rather than one at a time. In practice, this is why converged assessment works: walking into a manufacturing environment and evaluating IT infrastructure, OT systems, physical security posture, and organizational dynamics in parallel, then connecting findings that siloed specialists would report separately. Best thinking comes out in writing; complex analysis and strategic recommendations are sharper in written form. Full cognitive profile at [profile.mikestafford.me](https://profile.mikestafford.me).

**Working Style:** Remote-first, based in Holland, MI. Available for fractional, contract, interim, or the right full-time engagement. Regional travel (2–3 hour radius plus 1–3 day trips). Async-preferred for complex work. Direct but empathetic communication. Growth partner, not break-fix.