Resource ID	F-008
Resource Name	Cultivate Implementation Guide
Functional Area	Foundation
Related Chapter	Chapter 4
Resource Type	Guide
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Executive Summary

Cultivate is the fourth of the Pragmatic GRC Methodology™'s Four Implementation Guides. It develops the human side of governance by integrating GRC into hiring, onboarding, training, leadership, and organizational culture.

Purpose

To build a culture where governance becomes part of everyday work rather than an annual compliance exercise — using the Unified System Security Plan as the primary living document.

Guide 4: Cultivate

Cultivate develops the human side of governance by integrating GRC into hiring, onboarding, training, leadership, and organizational culture.

Primary Living Document: Unified System Security Plan

Primary Objective: Build a culture where governance becomes part of everyday work rather than an annual compliance exercise.

Key Tasks Addressed

- Executing the under-60-minute user identity revocation and offboarding protocol.

- Conducting routine, bi-weekly social engineering and phishing micro-quizzes inside your communication apps.
- Embedding security checkpoints directly into the standard hiring, role-change, and exit lifecycles.
- Transitioning corporate governance from an annual administrative event into an ongoing executive cultural reflex.

When to Use This Guide

Use Cultivate when:

- Onboarding new employees.
- Changing employee roles or responsibilities.
- Offboarding personnel.
- Conducting security awareness training.
- Reinforcing governance responsibilities during team meetings.
- Reviewing organizational accountability during the Monthly GRC Heartbeat™.

Who Should Participate?

Primary Owner

- Human Resources
- Business Owner

Supporting Roles

- Department Managers
- IT Manager or MSP
- Compliance or Security Lead (if assigned)

Common Mistakes

Avoid:

- Treating security awareness as an annual checkbox exercise.
- Forgetting to remove user accounts immediately after termination.
- Assuming employees understand their governance responsibilities without training.

- Providing the same training regardless of job role.
- Failing to reinforce good security behaviors throughout the year.

Success Check

You've successfully completed Cultivate when:

- Employees understand their security responsibilities.
- New hires receive governance and security training during onboarding.
- Departing employees lose access promptly.
- Leadership demonstrates accountability for governance decisions.
- Security awareness has become part of normal business operations rather than a once-a-year event.