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Does Employee Engagement Matter To Company Success?

Today you hear a lot about employee engagement. Senior executives have been concerned about this within their companies for some time... and for good reason.

There are many descriptions of what employee engagement is and what an engaged employee looks like. In recent newsletters, we have discussed these areas. If you missed these articles, contact us and we will send them to you right away.

An engaged employee is:

- Willing to put in the extra effort
- Have high levels of loyalty
- Have an emotional bond to the company
- Promote the company as “the employer of choice”
- Strive to inspire peers

Are your employees engaged?

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Does Your Company Have A High-Level Of Employee Engagement?

Cloud Computing Can Help Your Business

Have you been wondering if your business is ready for the cloud? Many companies have asked the question but are not quite ready to take that leap. Honestly, the nature of your business is what may dictate how ready you are for cloud computing.

To quickly define, cloud computing is a service that delivers and stores data for you. The cloud is not a product like software that you install but rather gives you remote access. Businesses are increasingly moving toward the cloud

because it enables data to be stored on external servers that can be accessed by a network, device and even an app.

5 Benefits of Cloud Computing

There are many benefits that go along with moving to the cloud. Businesses have found that it can save money, is easy to maintain and has recovery options.

1. Work from Anywhere

Cloud computing makes telecommuting possible and this is a benefit for employees. Employers are able to hire top talent without needing them to move to the area. Employees can live and work from anywhere.

2. More Competitive

Smaller businesses are able to keep up with larger ones in the form of competitiveness.

3. Flexibility

Cloud computing gives companies' flexibility when it comes to employees and costs.

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They can choose to increase or decrease employee count and that will change the costs too.

4. Disaster Recovery

If you have a thorough backup, then your business can have continued access in a short time despite a disaster. Cloud computing is an outside the norm approach that helps with continuity and compliance.

5. IT Workload

When businesses cut costs, the IT department often takes a hard hit. Cloud computing eliminates more than half of the money and time required from an IT department while making your business run more efficiently.

Citrix Hosted Desktops

Cloud computing can be quite supportive for businesses that have access to Citrix hosted desktops. Citrix provides secure and remote access. A few benefits include:

Desktops-as-a-Service (DaaS) – Citrix Service Provider based (DaaS) provides hosted desktops to securely send email and other applications over the web. The best part is that there is no software for IT to have to maintain or update. Your business will enjoy the technical support option that comes from the service provider for even greater convenience.

Citrix is an industry leader – Hands down, Citrix is the leader for desktop virtualization. They provide an assortment of technologies for just about any business. Citrix securely delivers secure and remote access to desktops and apps from every type of device.

Virtual Workspace – Hosted virtual workspaces and desktops have the exact same options of a normal computer but with a new and improved way to access them. Further, you can connect from any device no matter your location.

Additional benefits include:

- The majority of daily IT tasks are eliminated
- You'll have disaster recovery capabilities

- Financially, you will save money and you can even handle your IT spending more efficiently
- The need to own and maintain software and other equipment becomes less
- Your business could potentially reduce administrative costs by 50% or more

When you ask yourself if you are ready for cloud computing, consider the expansion of your workspace and the ease of the cloud. The cloud could be immensely beneficial to your business. You'll be able to save money and enjoy a newfound convenience with the cloud. ♦

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Great Learners Come in Many Styles

Active learning is essential for success in the workforce. Is it more impactful to precisely learn what one needs to know quickly or retain and an immense amount of knowledge over time?

Research recognizes that continuous learning is critical. So many times, those who are being interviewed for a job are asked how many books they have read in the past month. If the person does not fit into this learning style, this question is very unsettling and they may have difficulties answering this question. Is it fair to question their abilities because they choose to learn differently?



Discover the two effective ways to learn:

1. Lifelong learners consume as much information as possible and expand their knowledge endlessly. With this style, you desire knowledge and take excitement with every opportunity to learn. Continuous education and learning will keep this style of learner perpetually engaged with their job.

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According to a Gallup Study and a recent report from SHRM, on average, employees were only moderately engaged. In addition, employee engagement levels have been consistent for the past several of years.

Average levels of engagement:

- 29% actively engaged
- 55% non-engaged
- 16% actively disengaged

Engagement = Motivation =
Performance = Productivity
= Profitability

What does this mean to businesses?

- Lost productivity costs businesses \$350 billion per year (Gallup)
- Companies with highly engaged employees were 200% more profitable (Watson Wyatt Worldwide)
- One disengaged employee can bring down performance by 30%-40%. (Felps, Mitchell & Byington)
- Business performance suffers greatly due to disengaged employees

Mission, Vision, & Values must be congruent and understood by all employees in order to increase employee engagement. Connect each employee with the overall strategy & success of the organization. Help everyone understand the “big picture” and how they contribute to this overall strategy. Reward engagement consistently based on each individual’s values, motivators, EQ, & behaviors. Always be on the lookout for disengaged employees and take action quickly.

Employee Engagement is Key to Organizational Success!

If you have any questions about this article, or about how we can help in creating a highly engaged workforce, contact us today! ♦

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Help Employees Succeed

Save yourself—and your organization—lots of wasted time and energy by making sure employees don’t fail for any of these reasons:

- **They aren’t** sure what the job is.
- **They don’t** know how to do the job.
- **A person** or situation interferes with employees’ ability to do the job. ♦

Source: *13 Fatal Errors Managers Make and How You Can Avoid Them*, by Steven W. Brown, cited in *Process Mastering: How to Establish and Document the Best Known Way to Do a Job*, by Ray W. Wilson and Paul Harsin



One Minute Ideas

Motivate Your Team

Since human resource is an essential element to your organization's success, start setting goals for your employees for greater motivation and productivity.

Employee goal setting will allow you to be strategic in your means of operating programs or initiatives with the goal of directly contributing to the long-range objectives of your organization. The first and foremost goal for the human resource division is to increase employee productivity, which will directly contribute to increased corporate revenues.

There are many reasons for you to set employee goals. Goals can give constant motivation to employees by focusing them on the purpose of your business. Success is made possible through employee goal setting because the employees' efforts and concentration are geared towards the company's goals.

Each organization must know how to evaluate the performance of its employees and align organizational goals that will eventually lead to their growth. Employee goal setting will increase employee productivity, which is vital to the growth of the company. ♦

"People rarely succeed unless they have fun in what they are doing." ~ Dale Carnegie

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2. Instinctive learners are not the average bookworm; however, they are masters of their domain and know how much energy to spend on learning. This learning style does focus on acquiring specific skills that can benefit them in their job and daily life. Search engines give instinctive learners power at their fingertips.

Learning Styles in Action

Kathy and Jeff are both customer service specialists that approach learning very differently.

Kathy, a lifelong learner, seeks out opportunities to learn on a continuous basis. Kathy was tasked to form a group at work to edit an information manual, which is right in her comfort zone. Some members of the group prefer to jump right in, while Kathy feels more confident if the group gathers examples and do the research first.

Jeff learns instinctively and is eager to jump right in and get started versus doing the research up front. He did not have the highest GPA, however, he excels and takes pride in his career. Jeff is able to tackle difficult problems and is known for “learning on the fly” – he is everyone’s go-to person for getting the job done.

Make The Right Hire By Asking The Right Questions

Why is asking the question “Which books have you read recently?” not effective? Because it doesn’t gauge a person's ability to learn. Instead, you should be asking these questions:

"What is your learning style?"

"How do you gather information to learn more?"

"Where do you source out information and how do you use the information gathered?"

“How do you rate 'willingness to learn'?"

"What has inspired you?"

These are two unique learning styles that clearly demonstrate two different ways to approach learning. However, both are extremely effective and valuable to any organization looking to hire top talent. ♦

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"Research indicates that workers have three prime needs: Interesting work, recognition for doing a good job, and being let in on things that are going on in the company"

~ Zig Ziglar

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