

BancSearch, Inc.™

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How To Spot Leaders You Can Develop

When you are hiring someone to do a specific job, you have an idea in your head that you are looking for in the person. This is based on what you need them to accomplish for you.

If you are looking for someone to be a leader of a project, group of people or a department, there are specific skills, talents you look for in that person. Being a leader is sometimes a challenging task and some are not cut out for it. Here are some skills, talents to look for in a person that indicate they are leadership material.

1. Shows Positivity

If you are around someone who is constantly negative and never sees the bright side of things, it is going to tear you down over time.

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Are You Spotting Leaders You Can Develop?

3 Tips Every Leader Should Know When Managing A Remote Team

Currently, the work world is extremely different. Many people who worked at home, are now working from home with kids and other distractions at home. Then there are the employees who are not used to working at home, who are now remote working and trying to navigate this new work life. It is an understatement to say it is stressful.

When you are the one in charge and managing a team of employees who are working remotely, it can be challenging as well. Without face-to-face communication, translation can sometimes get lost. Here are some simple easy tips to help when you are the leader of a remote team.

1. Communication is Key

You cannot run a business without communication, much less a remote business. People need to know what is going on and what is expected of them. If your team is already accustomed to working remotely, just talk to them from time to time and check-in.

There is so much going on now with families all home together. If they are new to this remote working lifestyle, talk to them often, make sure they are running smoothly.

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Even though the tasks of everyday life aren't always happy and uplifting, being able to find the positive in things in order to keep the team going is important. When someone has leadership qualities, they usually show that they can turn a bad situation into a better one when needed.

2. Listening

If the people being lead don't feel they are being heard, they aren't going to stick around. Jobs won't be accomplished and people will be discouraged. Being able to listen to people and show them that they care about what they say shows leadership. When the leader listens, the people they lead feel that they can come to them with their concerns and needs.



How To Spot Leaders You Can Develop

3. Empathy

Having empathy means having the ability to hear someone and understand what someone is going through. Being able to connect with people is very important in a leadership position. Dealing with other people, understanding thier emotions can be difficult.

4. Resourcefulness

This is a big one. If someone can't find a way out of a bad situation, they may not be a good for a leadership position. Leaders need the ability to find a solution to the problem at hand and do so in a timely manner.

5. Possess Confidence

If a leader is constantly doubting themselves, the people under them aren't going to be able to get things done. The leader needs to be able to stand up and admit fault or figure out a way to fix the problem. ♦

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2. Make Sure They Know How Everything Works

There is nothing like going home to work where you do not have your co-workers or leadership models to ask questions. If you have a question about an assignment, a project, or how a system works, you do not have people to ask as easily when you are at home.



Some businesses work remotely no matter the state of the world, so it is important to have frequent check-ins in the beginning, to make sure your employee is not getting lost or behind. Same for temporary remote workers, it can be a difficult transfer. Just make sure that they have resources that they can refer to if they need help.

3. Be A Cheerleader For Them

Sometimes all someone needs is a little bit of encouragement. The simple gesture of telling them they are doing a great job and you appreciate their hard work can go a long way. When you are working from home, you can feel stress and fear of doing something incorrectly. Just dropping in every now and then to tell them how well they are doing can be all that is needed. ♦

We would love to hear your comments on this article or any of our latest articles.

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Who Would You Take On An Island?

The question, “Who would you want to be stuck on a desert island with?” comes up every now and then and we laugh it off. It’s seldom answered, but really, who we would want to be on an island with? Most of the time it is thought of as a joke, not a question that you really need a response to.

There are several people that come to mind when thinking about this question and each of those people have personalities or skills or characteristics that might be advantageous to the situation. So, let us think about this in a real-life situation. Who would you pick to be on a desert island with?



1. Would you pick someone with skills to make you comfortable?

Would you take Martha Stewart or Gordon Ramsey so they could cook for you and you could eat well? Or would you find someone that could take the things they found in nature and make you shelter?

You need to eat to survive, so having someone who knows how to cook would be very beneficial. The shelter is also a great advantage, whether it be from the sun or the rain. Both skills would be assets when stuck on an island.

2. Would you pick someone you enjoy to just be with?

Maybe, your husband or your wife would be the one you pick. Or even a best friend. Companionship is important and helps us to keep going. Giving us a balanced outlook on life and everything that is going on.

Human interaction is something that is important for the soul. If you were all alone for a long period of time, you would begin to miss having someone to talk to or be with. It can make going through different situations easier when you have a companion.

3. Would you choose someone with skills to escape?

Maybe MacGyver would be your choice to be on a desert island with you. He would probably come up with some type of contraption that could alert help. That would be a great person to be stuck with, there would most likely be an escape plan made to get you both off the island.

Who you choose to take with you gives you an idea of the person you are. ♦

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One Minute Ideas

Tips To Make This The Best Year Ever!

Create a vision for your company –
A vision statement crystallizes what you want your company to look like in the future. It is a clear image of the end result. (Even though you may never really have an end)

Create a vision for yourself –
Describe your future the way you would like it to be. Avoid slipping into the negative of what you think your future may really be. Now write it down!

Set personal and professional goals – Set goals that will take you closer to your vision statements. Start with only 4 or 5 goals for each personal and professional vision statement. Each goal needs to be **SMART**. Specific, Measurable, Attainable, Realistically High, and Time Bound. And again, *write it down!*

Have fun – I have never heard anyone laying on their death bed saying: “I wish I would have worked more”. Take time for yourself, family, and friends. Enjoy life! ♦

"If you do what you always did, you will get what you always got." ~ Anonymous

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First Step In Hiring

The first step in hiring the best person for your open position is to define the experience needed. This is not the position description developed by your company's human resource department. Your position description is the one you will use as a guideline in evaluating candidates. For example, the company description may state:

"Determine appropriate asset allocation of investments to best meet the accounts' investment objectives, taking into consideration the tax implications and the financial plan."

This is entirely true. What is not in the company position description is the need for experience working with relationships of a certain size. Even high net worth can be ambiguous. At some firms high net worth clients have more than \$250,000 in investable assets while at other firms it is more than \$3 million in investable assets.



Often the experience needed is not distinguished in the "official" company description. If you manage a department with five trust officers, more than likely your company will have a standard position description for a trust officer. The position description may include an array of experience like trust administration, financial planning, estate planning, estate administration, mineral management, and special needs trusts. This is an effort to blanket cover the skills and experience that may be needed. Take the time to look at your team and determine where your team is lacking in skills. You may find that Sally who is eligible to retire in 18 months is your estate administration expert. You will need to take your finding into consideration when hiring. It is a good idea to share this information with your recruiter – internal or external. This will prevent you from have to review resumes of unqualified candidates. It will also keep the frustration level down for your recruiter.

Compensation is another area where forethought is needed. So many times, the salary range is wide. For example, the range is \$80,000 to \$120,000. The question is, "What do you really want to pay?" Looking at your budget, you may not want to pay more than \$110,000. Bonus and/or incentive can vary with experience and time on the job. What can someone reasonably earn the first year? How much can they earn once they are comfortable and established in the position?

These are just a couple of examples of how your position description can vary from the company description. It is not that your position description contradicts the company's. Yours's is more in-depth and specific to the person you are looking to hire. Best of luck and happy hiring!

~ Written for us by Maggie Cunningham, BancSearch, Inc. Copyright protected. All rights reserved.

BancSearch, Inc. has served the financial industry at the middle and upper management levels since the 1980's. We are a national firm and we have completed searches in thirty-nine states and Puerto Rico.

Our primary responsibility is to find the best executive talent available. Clients depend on our professional expertise and specialization to recruit executives who have the creativity, skill, and savvy to contribute to the growth and profitability of their company.

We believe our team approach is essential to finding top performing candidates. BancSearch consultants provide an independent objective viewpoint which helps clients define and achieve their goals for recruitment. By developing an understanding of the clients' culture, key issues of the position, as well as immediate and long term expectations, BancSearch is able to select for review the most qualified candidates.

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Happy New Year

