

Leadership Lessons From 2020

Let's face it, 2020 was nothing less than interesting for most. A bit challenging and hard in many ways, especially for businesses. It has been the year for a lot of firsts as well. For instance, if you work for a business that is always used to going into the office, you may have been forced to go remote.

There are many challenges to working remotely, especially if it is not normal for you. Trying to connect, reinforce, and lead remotely is a hard thing to do. Although it's been a year for the books, there have been some leadership lessons that have been learned through the course of 2020.

Taught Us To Not Waste Our Time

Time is a very valuable thing, and people have known that for years. But, the recent events of 2020, it has shown us even more how precious our time is.

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Did You Pick-Up Any Leadership Lessons From 2020?

A Skilled Corporation

Finding skilled and qualified people to fulfill a job has become a bit challenging this past year. Covid-19 changed so much about how businesses run and how they hire. They have had to lay off a lot of people to keep headcounts lower and to make ends meet.

Someone's skills are sometimes not always evaluated when they are hired for a job. The experience in a certain field is focused on more. But,

sometimes people's skills can be outside of their experience level. That means that finding what people are capable of should be looked into a little bit more.

How Businesses Are Re-centering Their Focus

Since the pandemic, the way businesses are hiring people has shifted. They are trying to look more at the bigger picture. Before COVID, only 59% of the time did a business look into an employee's experiences in additions to their skill set. That has changed by 19% since the pandemic hit.

A Gap In Skills

Looking ahead, businesses can see that there are going to be some gaps in the skills that people are going to be capable of. The pandemic of 2020 brought a lot of things to a halt, and many people had to stop schooling and learning. This is forcing businesses to find ways to close the gap that is foreseen to come.

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Don't hesitate to chase your dreams or take a chance on something. You never know when that possibility won't be available again.

Don't Take Human Interaction For Granted

Creating friendships and bonds with people is important, and to some, they may not have realized how important until now. Friends are a vital part of communication and having someone to talk to when you are stressed. With social distancing being needed for a good part of the year, it has isolated many people from human interaction.

Changed Many People's Mindsets

If you are someone who lost their job or had to take some time off during the 2020 pandemic, it may have given you time to dive into a lost interest you have. Sometimes we can drift from our visions of ourselves due to the need for a more stable income or that dream just wasn't available at the time. This time away from your busy life may have just given you the opportunity to shift your mindset to something else.

Empathy Can Go A Long Way

There have been many opportunities to show empathy through 2020. Many people's lives have drastically changed and have been a hardship throughout this year - losing jobs, getting sick, or having family members who are sick. Our words can be very powerful and should be thought out before they are spoken. Empathy towards others can really make a difference in someone's day. ♦

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"Leaders are learners, willing to learn from their mistakes, make adjustments and forge ahead." ~ Dr. Moses Simuyemba



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In the next 6 to 10 years, many businesses have already predicted there is going to be a drastic drop in skills. That is why many are finding ways to re-skill and look further into their existing employee's skill sets. Finding ways to help close the gap that is projected to be seen over the years.



What You Need To Do

As a business owner, you need to make a choice now as to how you are going to deal with this. There are ways you can go about this to make a difference in your company. Three of the main ways to put things into action, are to deliver, engage, and reinforce.

Don't hesitate to make the changes that need to happen now, deliver the change that your company needs. The pandemic has greatly changed the way that companies function i.e., working remotely for the first time. That may have created some challenges, but finding ways to stay engaged and work together can make it all work out. Social distancing can make it hard to reinforce all the business wants and needs, but finding the ways that work for you is vital. ♦

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Five Tips For Creating An Inspiring Workplace

1. Find out what your boss or your colleagues need for them to be great at their job. Help them get it.
2. Decide what you need to be great at your job. Ask for it!
3. Find ways to bring out the best in others every day.
4. Leverage your talents by understanding what you are really good at and love doing...then do more of it.
5. Change happens when you change. Be a leader.

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How To Implement Organizational Changes During The Pandemic

The COVID-19 pandemic took a toll on everyone. So much changed and didn't go the way it was planned. Many businesses closed, and the lucky ones went to remote working. There are so many areas of everyone's lives that drastically shifted to an unfamiliar place. That is why implementing organizational and behavior changes is so important.

Drive Organizational Change In The Workplace

Remote working is not as easy as it sounds. Especially, in times of a pandemic. The whole family is home and there are the normal distractions of the home around at all times. Change is a standard part of life, but sometimes it can be hard to accept.

As the individual in charge, it is worth your time to work with your employees in ways to help them cope during these times. Change is not always a bad thing; it can cause you to experience new things. It can help your employees branch out and realize their true capabilities.

Encourage Behavior Change In The Workplace

Communication with your staff means being understanding. Show them that you care and understand what they are going through. They are more likely to listen that way. The behavior that comes with change may not always be positive and not everyone handles it in the same way.

There are ways that you can help your employees accept these changes. Find ways to boost their confidence and introduce skill-building exercises. Help your employees find ways to be productive. When change is accepted, it is much easier to handle. Behaviors will begin to change when you encourage them to be more positive.

How To Implement Change

There are exercises and skill-building sessions that will help employees be more acceptable to change. The pandemic has been a crazy and stressful time for many, implementing ways to better cope with change can only benefit employees.

If you want to shift your business's functioning, don't wait any longer. Here are a few things that you can do:

- Give Your Employees The Confidence They Need
- Listen To Their Thoughts and Provide Accountability
- Be The Example
- Offer Skill-Building Opportunities
- Provide New Opportunities
- Be Their Cheerleader

Putting these changes in place can help you survive the pandemic – no matter how long it lasts. ♦

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One Minute Ideas

"A good education is not so much one which prepares a man to succeed in the world, as one which enables him to sustain a failure."

~ Bernard Iddings Bell, Chaplain, University of Chicago

Success comes from making many mistakes and learning from each experience. The most successful people in the world are the ones that are willing to take the most chances and make the most mistakes. Mistakes are the only way that we can advance.

The biggest obstacle for most people that don't achieve their goals or use their full potential is that they are afraid to make mistakes. Yes, afraid to make mistakes, and mistakes are the biggest factor in being successful - as you can see, most people sabotage themselves.

The key for people that fear making mistakes because they believe it will make them a failure, is to realize that the fear of mistakes costs them a fortune - it holds them back from being a success.

Solution: See mistakes as progress and an opportunity to learn. Mistakes are critical to ensure success.

- What mistakes are you afraid of making?
- What is this costing you?
- What are 3 action steps that you can take today?
- What is the worst that could happen? Best? ♦

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Top 10 Tips On How To Have A Positive Attitude

1. **Take ownership of your attitude.** We control our attitude. It is not something that is genetically or environmentally determined. Each of us can decide what our attitude is going to be. We can choose to have a positive attitude about life. A ready smile is a gift to all those around you.
2. **Take action to eliminate what bothers you.** You may be putting up with more things than you have realized. Think about what you are tolerating. You may be tolerating things, or ways that someone speaks to you, that you don't like. Just paying attention to what you are tolerating will be the first step towards eliminating it. Tolerations infect your attitude.
3. **Live in the present.** Let go of living in the past or in the future and enjoy the present.
4. **Let go of things that don't matter.** Stop wasting energy on being irritated and annoyed at things that really don't matter.
5. **Be non-judgmental.** Let go of being critical of others. Try instead to listen and understand. As you open yourself up to not judging others you will be able to accept yourself and others more.
6. **Listen to yourself and trust what you hear.** Let go of other people's voices that you carry in your head. Instead, listen to yourself and take responsibility for what you can and want to do.
7. **Live your values.** By living your life according to your values you will develop an attitude of true acceptance of yourself. You will realize that you are fine the way you are. You may choose to make some changes in your life simply because you realize that you have greater potential than you have utilized so far.
8. **Have fun and enjoy humor.** Take delight in life and create fun experiences for yourself. Don't make life be too heavy.
9. **Invest energy in the people who you love and care about.** Meaningful relationships are developed and sustained by positive attitudes and commitment.
10. **Develop an attitude of love.** By developing a loving attitude towards yourself you will in turn interact with others from a basis of love. ♦



~ Submitted by Kristina von Roseninge, kristina@kristinavonr.com, Copyright by Coach U, all rights reserved.

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