

## ***Top Executive Challenges***

There have been a number of difficult challenges that businesses all over have had to face through the pandemic of 2020. It has not been an easy process for people or business owners. They have had to make some very hard decisions and choices that made big impacts on people's livelihoods. Now decisions have to be made as we move through this year on how to move forward with the many additional challenges.

Step into their shoes for just a moment, and think about all the big choices that they have had to make. No matter the need to do something, when it is something that is going to possibly hurt someone, it is hard to do. Many businesses had to make the very hard decision to lay a good portion of their employees off. Putting those people and their families in some hardships.

*Continued on page two – Executive Challenges*

## **INSIDE THIS ISSUE**

1. *Top Executive Challenges*
2. *How to Hire for Skills and Less for Industry Experience*
3. *Remote Work: 3 Important Questions*
4. *One Minute Ideas*
5. *Performance Management: The Next Shift*

All articles, quotes, and material in this newsletter are copyrighted. © 2021. No part can be reproduced in any form without specific written consent from copyright holder(s). All rights reserved worldwide.



What Tough Decisions Are You Contemplating or You Plan On Making This Year?

## ***How To Hire For Skills And Less For Industry Experience***

Hiring someone to work in your company is a big decision. You want to make sure that you are getting the right person for the job. Just because someone has previously done a job or has experience in certain areas, doesn't mean that they are the right fit for that area of your business.

There are some things that you can look for and do to help make sure you are fitting the right person to the right area of your business. That way you are hiring someone for the skills that they are good at instead of just their experience in the industry. Let's dive into some of the benefits of hiring in this manner.

### **Don't Hire On Bias Standards**

It is easy to believe that a man specifically or a woman specifically will fit a certain job best. While you should be hiring on the skills that the individual has and not by the sex that they are. When you hire an individual this way, you are going to get someone who can accomplish the job better.

### **Don't Focus So Much On Degrees**

Hiring someone to fill a position that you have available is stressful at times. You are nervous to make the wrong choice in a person. When you are advertising for a job position, but more of the focus on their abilities and training.

*Continued on page two – Hire For Skills*

Continued from page one – **Executive Challenges**

## Making Hard Decisions

CEO's have had to make some life-changing decisions over this past year. Laying off employees, furloughing, and possibly even closing the doors altogether. This has put them in some pretty tough situations and ones that don't sit easily on the conscious.

Making decisions for a company is a lot of pressure and sometimes comes with a lot of stress. Even the ones outside of the pandemic. Many times you have to veto ideas and sometimes you can take the risk and take action. Making big decisions is a hard job either way it goes.

*Top Executive Challenges*

## Taking The Heat

One reason that it can be so hard to make some of the difficult decisions that go along with being in charge of a business, is that you have to take the heat. If the idea fails or doesn't flourish, it is you that is looked back on. That is a lot to carry.



## Working Together

Running a company is not only the job of the CEO but also the employees who are working there as well. Yes, someone has to be in charge and make the final decisions, but it also can't run properly without those who are working there alongside.

Teamwork is the best way to run a business and have it be successful. When people are not focused on the big picture and working together, things aren't going to flourish as well. There are so many challenges that you can face as the top executive, but working as a whole company is the only way to see true success. ♦

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. Copyright protected. All rights reserved.

*"The whole secret of a successful life is to find out what is one's destiny to do, and then do it." ~ Henry Ford*

Continued from page one – **Hire For Skills**

Not so much on their degrees in college. Many people have the right qualifications and certifications, without a bachelor's degree.

## Look Beyond Job Titles

The job that people are hired for sometimes fits them well and sometimes it doesn't.

That's because many people hire without thinking about their true skills and just based on their experiences. With recent experience with the pandemic, people are far more capable of more jobs.

*Hire For Skills And Less For Industry Experience*



## You Will Benefit More

Focusing more on the skills that an individual has is going to benefit your business more in the long run. People are going to enjoy what they do on a whole new level as well. You will see that your business will flourish more and it is also going to save you money.

Many people lost their jobs over the past year during the pandemic of Covid-19, forcing businesses to expand their employees' job titles. Having to move to smaller sized staffs. This gave the paternity to expand people's experience and skills. ♦

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. Copyright protected. All rights reserved.

## Humor



Three older men were talking about what their grandchildren would be saying about them fifty years from now.

"I would like my grandchildren to say, 'He was successful in business,'" declared the first man.

"Fifty years from now," said the second, "I want them to say, 'He was a loyal family man.'" Turning to the third man, he asked, "So what do you want them to say about you in fifty years?"

"Me?" the third man replied. "I want them to say, 'You sure look good for your age, grandpa.'"

Copyright - Sorrell Associates, LLC

## Remote Work: 3 Important Questions

The pandemic changed a lot of things for many businesses. Many people began working from home, which was a new concept for a lot of them. This also showed many businesses how much they can accomplish while working from home. There are a large number that has realized they don't need to have as many people working on location anymore.

### Benefits Of Remote Working

Many of the people who began working have seen that it works well for them. You have to have a new mindset and level of focus to make it a doable task. There are boundaries and rules that you need to set for yourself to make sure you stay on track.



It opens a whole new level of freedom and flexibility when you work from home. There are a variety of businesses that are choosing to stay remote even when the pandemic resolves. They have realized that it works very well for them.

### 3 Important Questions

Are you considering taking your business strictly remote? Or even leaving a percentage of it that way? There are some questions to ask yourself.

**1. What Activities Should Be Remote?** In a remote and social distancing world, it has made many tasks difficult. Not every task that someone does for their job can be done from a remote location. That is why a clear understanding of what can be done remotely and what can't will need to be outlined.

This is where companies will need to decide how to help this employee work from home. There could be a rotation of days that they report to the office to accomplish the jobs they can't do remotely. That way they are not full time remote.

**2. How Will This Work?** Decide what all employees need to make this job function as best as possible from home. When you make sure that they are equipped with everything they need, it will be able to work more efficiently. There may be some training that is needed to help the employees. It can feel alienating to work from home, so doing what you can to involve remote workers is important.

**3. What Do Employees Need?** All jobs are different and may require different materials to be able to work from home. Some people may only need a computer and internet, while there may be more involved for other jobs. Employees will need to find a good place at their home where they can concentrate and stay focused. ♦

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. Copyright protected. All rights reserved.



## One Minute Ideas

### Three Key Roles In Team Leadership

Leadership roles involve many skills, from being a good compromiser, to functioning as the group conscience by keeping discussion moving toward the common goal. At your next meeting, try one or more of these techniques:

- 1. Be a catalyst.** Jolt the group's creativity by asking probing questions. Prod reserved participants and get them involved in the issues.
- 2. Be a gatekeeper.** Get the ball rolling and move the group off dead center with techniques such as questioning, repetition, or reflection. Learn to recognize when the group is ready to move on to another point.
- 3. Be a harmonizer.** This involves more than being the peacemaker who keeps the meeting friction-free. It also means recognizing points of agreement and encouraging supporting statements from different participants. ♦

Martin M. Broadwell with Carol Broadwell Dietrich, *The New Supervisor: How to Thrive in Your First Year as a Manager*, Addison-Wesley, Reading, MA 01867

*"The ones who are crazy enough to think they can change the world, are the ones who do."*  
~ Anonymous

## BancSearch, Inc.™



P.O. Box 700516  
Tulsa, OK 74170

Tel: 1-800-776-6413

E-mail:

[recruiters@bancsearch.com](mailto:recruiters@bancsearch.com)

Visit Our Web Site at  
[www.bancsearch.com](http://www.bancsearch.com)

## *Performance Management: The Next Shift*

**D**o you have a performance management team at your business? It has been proven that teamwork is a beneficial part of businesses. So much more can be accomplished when people are working as a team to accomplish a goal. Some businesses design specific awards for teams that performed the best each month. That is to give motivation to the employees.

### **What Is Performance Management?**

Performance management is what it sounds like. The management of performance that's accomplished within the business. It is the process of teams working together to accomplish one main goal.



The type of business that you are running will determine the strategies that you take. Also, the ultimate goal will help to decide the steps you take to enhance your performance. When you have a performance management team, it can make a world of difference. Some of the steps that could be beneficial to take are listed below.

**1. Planning** – By making a plan, you are taking the first step to success. It is hard to achieve a big goal when you don't have a good plan in place. Break it down to monthly or weekly goals to meet. A good plan and realistic expectations will help to encourage the employees to stay on track. Make sure your ultimate goal is clearly stated. Everyone needs to understand their job.

**2. Monitoring** – The progress that is being made should be monitored and talked about often. To keep everyone on the same page and working at a good pace. Make a plan to review yearly goals with your employees. This should be done monthly. You can even have short talks and check-in times to make sure everyone is staying on track. This will give you a chance to revamp different areas if needed.

**3. Reviewing** – It is important to have routine meetings to check on the status of your goals. If you do not keep these types of things fresh in people's minds, they can be overlooked. This also gives the teams a chance to see where you are and how much further you need to go.

**4. Rewarding** – To motivate your employees to have the same drive as you do, there needs to be some incentives. It does not need to be anything huge, but enough to give them the motivation that they need to succeed. When they have a goal to meet, they will work harder to achieve it. ♦

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. 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.

Job Seekers

Search Jobs

Resume Service

Employers

# **BancSearch, Inc.**<sup>™</sup>

P.O. Box 700516, Tulsa, Oklahoma 74170 ♦ 1.800.776.6413 ♦ [recruiters@bancsearch.com](mailto:recruiters@bancsearch.com)  
Visit our web site at [www.BancSearch.com](http://www.BancSearch.com)