

Empowering Your Employees Means Being Involved

A good leader is empowering to their team. They are involved and approachable in all different situations. People in management positions often feel the need to back off and not be involved. That is not at all what should happen. Keep yourself in the mix and part of everyday situations.

Make Job Descriptions Clear

To empower your employees, you need to be involved. A leader is someone who delegates and instructs. Make sure that people are clear about what their job is. Specifically, tell each individual their responsibilities.

A clear job description will help when it comes down to making decisions. If there is a combination of opinions, someone is designated responsible for making the final decision. This will help keep the business moving and not be stuck waiting on someone to decide.

Continued on page two – Empowering Employees

Decision Leaders Are Chief Architects



Are You Involved in Empowering Your Employees?

Preparing For The Future Of Your Company

Businesses constantly have to look at the big picture of what tomorrow brings. You can't always rely on the ways companies used to run their business. It is important to find ways that work for you and the future of your business. It can be beneficial to you as a company to prepare for the future.

Recent Changes In Business

The recent pandemic has made the way that businesses function massively shift. Companies that worked in the office have now started working remotely. Face-to-face services have had to change the way that they do business.

There are so many different ways that companies have had to change how they function. It shows that it is always a good idea to plan for the future and have an organized business. The changes that have occurred are not necessarily bad but have caused many companies to rethink their business.

Ways to Maximize Changes in Business

Change is not a bad thing within a business. The way things function changes, and new ideas evolve. Mechanics and technology are taking the place of many jobs that people use to do every day manually.

Not to mention, the generation of people is constantly evolving as well. That means that times have changed, and businesses will need to come at things from a different perspective. There are four trends that many companies are jumping on to organize and maximize their business.

Continued on page two – Preparing For The Future

INSIDE THIS ISSUE

- 1. Empowering Employees Means Being Involved*
- 2. Preparing for the Future of Your Company*
- 3. What's to Come in the future For the Business World*
- 4. Addressing Team-Based Talent*

Continued from page one – **Empowering Employees**

How To Empower Your Employees

An involved leader is going to make a difference within their company. There are some things that you can do to help with this process. Such as:

- Recognition of Outstanding Employees
- Constructive Criticism Is Beneficial
- Make Your Expectations Known
- Assign Specific Jobs To Each Employee
- Be Open To New Ideas
- Be Clear On The Big Picture
- Communicate With Employees
- Welcome Changes That Will Better The Business
- Make Employees Accountable For Their Tasks

Schedule Regular Check-In's

Check-ins with your employees don't have to be in the form of formal meetings. However, it can be if you can make time in the workday. This is an opportunity for you to communicate and hear what your team has to say.

Your employees can bring up any questions or problems they have inquired about their work. If you don't check in with them from time to time, projects can fall behind. When you keep yourself in the middle of what's going on, you can help empower your employees while not overpowering them.

Don't Micromanage

There is a difference between being involved and micromanaging your employees. It can be discouraging to employees when they are too closely watched. You can still give them space and the ability to do their job while being involved.

If employees do not feel trusted to do their job, they may not be successful. Keep a close eye on what is going on while still allowing your employees to make decisions. You can always step in if there is a need or a situation where an employee is falling behind. ♦

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

Continued from page one – **Preparing For The Future**

1. Embrace Demographic Changes
2. Utilize New and Incomparable Automation
3. Find Ways to Lower Business Costs
4. Find Ways to Get Connected

Consistency In Business

While it is important to evolve with the times, some things will stay the same year after year. The generations and times are changing, and it is important to stay connected. As a basic rule of thumb, these situations will always remain important within a business:

1. Manual Labor Will Be Needed to A Certain Degree
2. Surprises Will Not Always Be Beneficial to Your Company
3. Machines Can Replace Many Manual Jobs That People Were Performing
4. You Need Some Predictability and Stability to Run a Successful Business
5. There Is a Specific Etiquette That Is Required in a Business

These are a few of the things to consider when preparing for the future of your business.



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

Be On The Lookout For Coaching Moments

Coaching isn't appropriate for every situation. Sometimes, staffers want to work on their own, uninterrupted by the boss.

To spot employees ready for coaching, pay attention to when things aren't going well or when they could use an extra hand on a tough project. That's when they'll be eager to work with you.

What's To Come In The Future For The Business World?

For years, people have been predicting what the future would look like for businesses. Many theories tossed around over time are now true: flying vehicles, robots, and more. Though, they haven't all panned out how people thought they would.

The COVID-19 pandemic happened in 2020 and changed a lot for businesses. No one knew precisely how long it would last and what to expect. Over a year later, and here we are, still dealing with some of it. It is starting to improve, and businesses are beginning to return to some normalcy.



All the wild ideas of what technology can do for us were shown to be true throughout this pandemic—no contact deliveries, online ordering, remote working, and more. Through all of these platforms, some businesses continued working, despite many places having to shut their doors. Change is occurring faster and faster every year. Being open and accepting helps your business.

Post-Covid Working

During the last year and a half, businesses realized they could do so much more than in the past. Workers don't have to be sitting inside their building to get their work done. Some can stay working remote, opening many more avenues of success.

Evaluate your business and think about the future. Although you cannot know what is next, you know you need to prepare for anything. Some ways that you can help your business and employees be ready for this are:

- **Envision Your Workplace** – Not all businesses can work remotely, but many have learned that they can. You no longer have to have all your employees under one roof. With zoom calls, video conferencing, and all the available technology, you can still be involved.
- **Supply and Demand for the Future** – You need to understand your business and the talent that you have. Without knowing that, you are unable to delegate appropriately. Don't let there be a gap in the skill sets that you need in your business.
- **Know Your Business and What It Needs** – To successfully run a business, you need to understand what it takes to be profitable clearly. If you are working hard and not building a profit financially, it is for nothing. Delegating work that needs to be done is another important aspect. You need to have a team of employees who can accomplish the jobs you need to be done. ♦

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



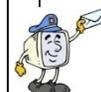
One Minute Ideas

The Top 10 Things That Put You At Risk For Job Burnout

1. Suffering on the job. *Source:* unaware of distinction: pain vs. suffering. Pain is inevitable; suffering is optional.
2. Feeling pushed to produce beyond your natural limit. *Source:* poor boundary-setting skills
3. Over promising and barely keeping up. *Source:* adrenaline addiction
4. Giving too much, not getting enough back. *Source:* unappreciative environment
5. People at work exhaust/drain you. *Source:* wrong environment for you
6. Not getting ahead when you expected to. *Source:* Disappointment, high expectations
7. You lose interest in what you used to enjoy doing. *Source:* You've probably outgrown it
8. Feelings of sadness, depression. *Source:* depression, disappointment
9. Anger, withheld communications *Source:* Integrity is out, perpetrations
10. Personal Problems. *Source:* Marital, addictions, etc. ♦

~ Submitted by Thomas J. Leonard, by Coach U, all rights reserved.

BancSearch, Inc.™



P.O. Box 700516
Tulsa, OK 74170

Tel: 1-800-776-6413

E-mail:
recruiters@bancsearch.com

Visit Our Web Site at
www.bancsearch.com

Addressing Team-Based Talent

As a business, you need to align individual goals to what you want the outcome to be. Everyone is different and possesses their own talents. When you have a good idea of what you are looking for, you can better direct your staff.

Team Building

Many companies are going to a team-based atmosphere instead of a traditional organization that many are used to. It requires a little more attention and direction at first. When teamed well, this can make for a better environment overall.



Problems can be solved much better when working as a team. More minds are working together to better a situation. Discussions and thinking among a group of people putting in their ideas can help create a great plan.

Explore Their Talents

By assigning teams a task, you are sometimes asking them to step outside their comfort zones. This can go one of two ways. They may flourish, or they may hate it. It is a good thing to challenge your employees now and then. To step out and explore new opportunities, find what their hidden talents are.

It can be a different experience to work in a team setting. There may be many challenges that employees will face when doing this. Fears of speaking up or feeling like the goals are not to everyone's standards. Through participation and teamwork, it can all work out for the best.

Set Incentives For Their Work

Money rewards are not always the answer to getting more work out of your employees. Sometimes all someone needs to hear is that they are doing a good job. Employees who listen to praises, commandments, and opportunities to further their opportunities for a job well done are proven to work harder.

When your employees feel valued and appreciated, they want to do better. That is why non-financial incentives work so well. It also encourages group participation when working in teams. When you show employees attention and gratitude, it far out ways a financial reward for good work.

Benefits Of Teamwork

When you address team-based talent, there are many benefits that you will see in the business. One individual cannot work as diligently and quickly as two or more. Many companies have put forth the effort to great team-based settings to help increase business through Speed, Innovation, Productivity, and more. ♦

~ 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.™

P.O. Box 700516, Tulsa, Oklahoma 74170 ♦ 1.800.776.6413 ♦ recruiters@bancsearch.com
Visit our website at www.BancSearch.com