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Do You Know Your Leadership Style?

When you are in a leadership position, such as a company CEO, it is a big deal and very important. Everyone has their style and way of playing out their leadership role. Do you know what style of leadership you possess?

What Are Leadership Styles?

Did you know that being a leader is not done in just one simple way? Everyone has their personality, thoughts, and actions that they will use to play their role as a leader. There are seven different leadership styles and listed below are a couple of them and what they mean.

Coaching Leadership

When you lead with a coaching technique, it can be valuable to your business. This skill will help you to develop your team of employees and teach them new ways. One of the strong points you have is the ability to see the strengths and weaknesses in people. You understand the value in growing your company and know that you must set a good example.

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What Style of Leadership Do You Use?

Are You Thinking Like A Scientist?

If you are a CEO of a business, there are many important decisions that you must make. How are you considering and deciphering them? On a whim or are you thinking about them in a different more methodical way? For instance, like a scientist. They make informed and data-backed decisions.

What Kind of Thinker Are

You?

It is a stressful job to have so many vital decisions weighing on your shoulders. Whether you are good at it or not, you may be concerned about the outcome in the back of your head. Quick and thoughtless decisions are not always the best ones to make. Many considerations go into making a good decision.

A way to make sure that you are making the most informed and thoughtful decision that you can for your company is to create a checklist in your head. Go down the list and answer the questions. For example:

- Am I Thinking with Humility?
- Am I Thinking with Confidence?
- Am I Being Biased?
- Do I Have Data to Back Up My Decision?
- Is This My Opinion or My True Consideration?

Be Open and Welcoming

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Continued from page one – **Leadership Style**

Autocratic Leadership

With an autocratic leader, you are very good at listening to the needs of your employees. Communication is a big part of how you do business. You believe in running a very structured establishment in order to run your business efficiently.

Do You Know Your Leadership Style?

Servant Leadership

The skills of listening to your employees and making them feel heard are your strong point. You enjoy being a part of the community and working directly with people. A servant leader is understanding and considerate of others' development.



Democratic Leadership

As a democratic leader, you value trust and reliability. These leaders want to hear the opinions and explanations that the employees have. You appreciate what they have to say and let them be a part of the decisions that are made.

Laissez-Faire Leadership

A laissez-faire leader has big ideas and a lot of potentials. Your way of leading is through trusted and reliable employees. The team is encouraged to work independently to accomplish their tasks. If help is needed, they can find it, but you are not a hovering leader.

How To Grow Your Leadership Skills

If the way that you are leading your team is not working, do what it takes to make it work. Ask your employees what their opinions are and what they feel needs to happen. Use trial and error to find what method works best to motivate your workers. It is all about finding what works for everyone involved. ♦

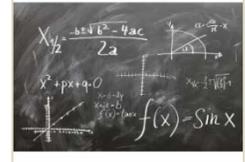
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"I find that the harder I work, the more luck I seem to have." ~ Thomas Jefferson

Continued from page one – **Scientist**

A good CEO understands the importance of being humble. You don't want to shut out everyone and not be considerate of their opinions. Though you do not have to please everyone, and everyone will have their personal opinion, it is considerate to listen to everyone and how they feel.

Are You Thinking Like A Scientist?



Don't sway once you have come to your decision and feel confident in what you have decided. Let your staff know what your decision is and why you made it. Back it up with factual information. Don't wear your feelings on your sleeve; let everyone have their own opinions. That is okay; if everyone thought the same, this would be a boring world.

Viewing Business Like a Scientist

To think like a scientist, you have to know what they would do. Some of the points they would make are:

- Market Analysis and Intelligence
- A/B Testing
- Segmentation
- Internal Data
- Key Performance Indicators
- Benchmarks
- Financial Projection

Data is a big part of decision-making in scientists, so that means they will have their data clear and laid out. You, too, can think like a scientist. Put these tips and tricks into action when making decisions for your company. The difference of opinions to challenge your thoughts is not always a bad idea.

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May the holiday season end the present year on a cheerful note and make way for a fresh and bright New Year. Wishing you Happy Holidays!

Are You Thriving at Working Remotely?

The past year and a half have given many people the opportunity to experience remote work life. Some have loved it, and some have hated it. Which one are you? If you have thrived and love working remotely, how have you been able to accomplish it?

Full-Time Remote or Hybrid

Many companies were only remote for a short period, while others continued for the greater part of a whole year. Some companies have turned to staying remote, and some have created a hybrid schedule.



It has been highly beneficial for many people to work this type of schedule. People have found it allows them a little more flexibility in their schedule and getting more done. Working this type of schedule does require you to be a little more focused and organized.

Create A Good Routine and Schedule to Follow

It can be very distracting to work from home. Especially if you're working hours are during the time of day that other family members are home. The daily tasks and chores that need to be done around your house are more in your face, and you may find yourself constantly leaving the desk to fold laundry.

By creating a specific schedule and routine to follow, you can help yourself stay more on task. Just as if you were going into the office, you need to have specific hours you sit down to work. You cannot fold the laundry while at work, so you can't do it during specified working hours at home either.

Stay Connected and Show Reports

Communication is key when you are working from home. It is essential that you can show progress reports and data to show what you have been working on. This shows our dedication and ability to stay on task while working remotely. It is a way for you and your fellow co-workers to stay connected and focused on the same goal.

Include Yourself in Regular Meetings

With technology these days, you can be in a meeting happening inside the workplace from the comfort of your home. Zoom, Skype, and FaceTime are all platforms that allow you to be a visual part of meetings. If there hasn't been a meeting recently, request one with your manager to touch base and stay in the loop.

Enjoy What You Do

If remote work has been something you enjoy and do well at, do what you can to continue. Show your company that you can stay on track and up to date. That means you may need to initiate some of the communication lines. ♦

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One Minute Ideas

Tips On Diversity

Diversity is defined as having differences. These differences may range from personal preferences such as being a vegetarian to physical limitations such as limited vision or hearing. Yet, a recent national survey suggest that most define diversity as either having racial or cultural differences.

To embrace a more global definition of diversity, try incorporating these ideas in your corporate culture:

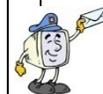
- Keep an open mind to all individuals and their ideas
- Respect all individual differences
- Become proactive in meeting the diverse needs of others ♦

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ADVANCED SYSTEMS

Happy
Holidays



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Valuable Time!

Are you an individual who cannot seem to properly manage your time. If you are having problems at home or at work, there is a good chance that your problems may be caused by your inability to effectively manage your time. The good news, however, is there are a several steps you can take to improve your time management. Here are eight simple steps that you can take.



1. Know That You Have a Problem – Knowing that you have a time management problem is the first step in changing your behavior. Although it is typical to be late for work or a social event on occasion, it is something that should not be happening on a daily or a weekly basis. If it is, it is time for you to realize that you may have a problem.

2. Decide to Change – Knowing that you have a time management problem is important but wanting to change is even more important. You need to set goals for yourself, as these goals can help to provide you with a source of motivation. Sample goals include showing up to work on time for a whole month, being on time for all dinner dates, and so forth.

3. Stick to Your Goals – Creating a number of time management goals for you to meet is advised, but it is important that you do not give up right away or when you are faced with complications. Setting goals simply just is not enough, you need to stick with them.

4. Create Daily Task Lists – Creating a ‘To Do’ list for yourself is an easy way to properly manage your time. In fact, it is one of the easiest approaches that you can take. Outline what you need to do throughout the day. Be sure to list your tasks in order of importance.

5. Rely on Time Management Tools – Properly managing your time is important, but it can be hard for many individuals to get used to, especially right away. If you are one of those individuals, you will want to consider using time management tools to your advantage. In fact, did you know that many cell phones and computers come with alarm clocks, alerts, and so much more?

6. Learn How to Say ‘No’ – In all honesty, there are times where you may not be able to refuse a project at work or a task at home but try not to take on more than you can accomplish. If you must, investigate using outside help. In the home, this outside help can come from a housecleaner. At the workplace, this outside help can come from a coworker.

7. Get Organized – Organization is key to being able to properly manage your time. If you are unorganized, you are likely to waste a large amount of time. For example, in the workplace you can waste time by searching for lost or misplaced documents. The same can be said for the home; if you are unorganized, you can spend hours searching for your glasses or car keys.

8. Consider Hiring Professional Help – As previously stated, if you are overwhelmed at home, you may want to call on a professional housecleaner. In addition to taking this approach, there are other professionals that you can target. There are individuals and companies who specialize in teaching others how to effectively manage their time and stay organized. ♦

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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 Holidays