



Emerging Leaders Insights

February
2015

The responsibility of leadership

By Robb Braun

As a kid growing up, my dad and other adults were my models for leadership. There was my dad's leadership in the home and there was the leadership of the bosses I had at various jobs – back at a time when there were plenty of jobs for teens. From my perspective, leadership seemed fairly simple – you do as your told or else. It made sense. Those in positions of leadership were brought up by traditionalists and that's just how it was. This is no longer the case

The role of a leader today is not to get things done (transactional). The primary role of a leader is to elevate his or her people to their highest performance level and being (transformational). Their lives depend on their leader's willingness to take on this responsibility.

In the film Spider-Man, Peter Parker's grandfather said, "With great power comes great responsibility." And so it is with leadership. You and I do not have super powers like super heroes, but we have the power of authority and with that authority a responsibility to lead our people to succeed. True leaders accept this responsibility.

In my early attempts at leadership, I did not understand power or responsibility. I either attempted to use this authority over people to get them to move in a direction through commanding or manipulating them. Or instead, I looked solely to myself with little regard for the people in my charge. I believed leadership was about the control or lack of control I had over people that would dictate how far I could get them to go with me. It wasn't until I learned of the power and responsibility that comes with leadership authority that I could truly lead my people. They became followers of my leadership and without followers, there is no leadership.

Your role then as a leader is to exercise this authority in a powerful, responsible and creative way. Take responsibility for how you lead your people. Take responsibility for how you lead yourself. Your people are watching and paying attention to how you do both. A great leader has all the capacity for creating followers by taking responsibility for his or her own actions. Great leaders know that they have no true power over their people and that motivating and inspiring people into action and productivity comes from a power within.

Remember, the lives of your people depend on your willingness to take responsibility for your leadership authority – make your primary role that of elevating them to their highest level of performance and being.

This article originally published on robbraun.com. Copyright © 2015 All rights reserved. Robb Braun is a Success Strategist and Founder and President of The Leadership Source. He works with progressive companies and spirited leaders who desire to succeed at the highest levels. Robb is an executive coach, corporate trainer and speaks on leadership and personal development for companies and organizations throughout the country. He is the author of Nothing but the BEST! Proven Insights for the Most Effective Ways to Elevate Your Personnel to their Highest levels of Performance and his latest online eCourse Assertive Leadership: Mastering Your Communications had just launched.

Industry updates

The banking industry is always changing, here are some brief updates for you:

- The FDIC recently took a further step to distance itself from Operation Choke Point by issuing guidance reiterating it does not prohibit or discourage banks with appropriate risk management systems from serving customers with risk profiles the bank is capable of handling. Read the statement at <https://www.fdic.gov/news/news/financial/2015/fil15005.html>;
- The CFPB has launched a new research effort to better understand "financial well-being," the end goal of a financial education program. Read the report at http://files.consumerfinance.gov/f/201501_cfpb_report_financial-well-being.pdf; and
- Banking Exchange recently published an intriguing article about talking to regulators about risk. Find the article at <http://www.bankingexchange.com/news-feed/item/5239-talking-to-regulators-about-risk>.

Attend your local Regional Update

If you haven't heard, dates have been announced for spring's Regional Updates (formerly Banekrs Night Out). These are a great opportunity to get out, network with your colleagues and learn about what is going on. This spring the meetings promise to be more informative as we'll talk about a new source of capital that is available to OBA member banks as well as the congressional agenda for the start of 2015.

As in the past, the evening will start with drinks at 5:30 p.m. followed by the program at 6:15 p.m. and concluding with dinner at 7 p.m. The cost is \$40 per person and you must register in advance. Registration forms are available at http://www.oba.com/usr_uploads/Spring2015BNO.pdf.

Dates and locations are:

Woodward: Tuesday, February 17, Northwest Inn
Lawton: Thursday, February 19, Lawton Country Club
Tulsa: Monday, March 2, Southern Hills Marriott
Guyton: Thursday, March 5, Hunny's

Krebs: Monday, March 9, Pete's Place
Ardmore: Monday, March 30, Café Alley
Oklahoma City: Thursday, April 2, Jim Thorpe Museum
Enid: Tuesday, April 7, Oakwood Country Club

Scholarships available for Graduate Schools of Banking

Are you thinking about attending a Graduate School of Banking in 2015? Scholarships are available but the deadlines are nearing.

If you are thinking about attending GSB-Madison for its Human Resource Management School, the deadline to apply for its scholarship is Feb. 13. More information is at http://www.oba.com/usr_uploads/15GSBhrscolly.pdf. This is a \$925 scholarship.

SWGSB has a Millennium Scholarship available worth \$1,000 for each of three years. The deadline to apply is March 20. Find more information at http://www.oba.com/usr_uploads/15SWGSBscholly.pdf.

The GSB-Madison also has the Prochnow/Oklahoma Bankers Association scholarship available and is worth \$1,300 for each of three years. Find more information about this scholarship at http://www.oba.com/usr_uploads/15GSBscholly.pdf. The deadline to apply is March 20.

Finally, the GSB-Coloardo has a scholarship available with an application deadline of March 20. This scholarship is for \$1,325 for each of three years. More information about this scholarship can be found at http://www.oba.com/usr_uploads/15GSBCscholly.pdf.

Strongly consider not only applying for these scholarships but attending these schools as they are extremely beneficial to your career as a banker. If you have any questions about scholarships or the schools, contact Janis Reeser.

Three different success qualities for leaders

By Kathy Garland

In the past week, I've been discussing with some colleagues the concept of leading from the inside out. In other words, the outward actions of a leader are internally motivated.

People that lead from within usually have a sense of purpose and have a vision for the company that influences their approach to work. Here are three strategies you can see in internally motivated leaders. You can cultivate these skills easily to expand your abilities as a leader.

Ask Great Questions – Leaders that lead from within have an internal sense of curiosity and desire to create the best outcomes. Their curiosity brings out creative solutions and insight that might otherwise stay hidden.

Use Influence instead of Authority – Leaders who are driven from within don't rely heavily on their authority to get things done. They understand the art of influence and know how to use it wisely to get things done. In addition, a strong leader influences others when she or he understands what motivates team members and is able to translate that into communications that influences action.

Learn something new each day – Leaders who lead from within know that part of the secret to success is to continually expand their world. Leaders who focus on growing themselves in the areas of their professional expertise and in their emotional intelligence are able to inspire and motivate their teams. They are also more

expertise and in their emotional intelligence are able to inspire and motivate their teams. They are also more creative and open to new ideas. Continual learning increases self-regard and well-being, which are essential emotional intelligence skills for leaders.

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Emerging Leaders notes

- Make sure you've registered for our February luncheons. Emerging Leaders will meet in Oklahoma City on Feb. 18 and in Tulsa on Feb. 26. If you haven't registered yet, information to do so is at http://www.oba.com/bankers/emerging_leaders_calendar.php. **Registrations are due on Feb. 6;**

- OBA's Contact Banker program is up and running. Join in the fun by spending a Tuesday morning at the Capitol with your colleagues. More information is on the OBA website; and

- Don't forget we are planning to have an Emerging Leaders community service event on Monday, May 18 at the 2015 OBA Convention.

MEMBER SPOTLIGHT

Joi Heginger

With the Super Bowl over and March Madness still weeks away, February may be a less than thrilling time for Joi Heginger, mortgage loan originator at Bank2 in Oklahoma City.

Joi has an incredible enthusiasm for sports, particularly football and basketball. She has football season tickets to Oklahoma State, her alma mater, and attends as many Thunder games as possible.

When not attending games you'll still see her on the sidelines as she coaches an 8th grade girls basketball team.

When you see Joi at the next Emerging Leaders event though, make sure to ask about her affection for March Madness. You'll be impressed.

Each month in this section we'll highlight a member of Emerging Leaders. Would you like to be spotlighted? Do you know someone that should be spotlighted? Let us know at kristin@oba.com.

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