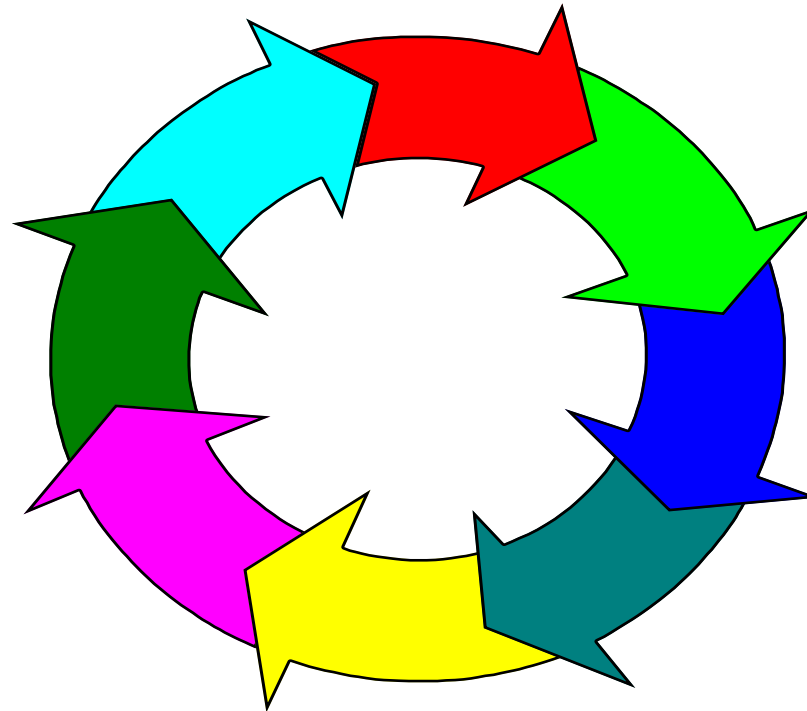


Change on Main Street: From M &M's to Underwear to Wine-The Need for Constant Reinvention

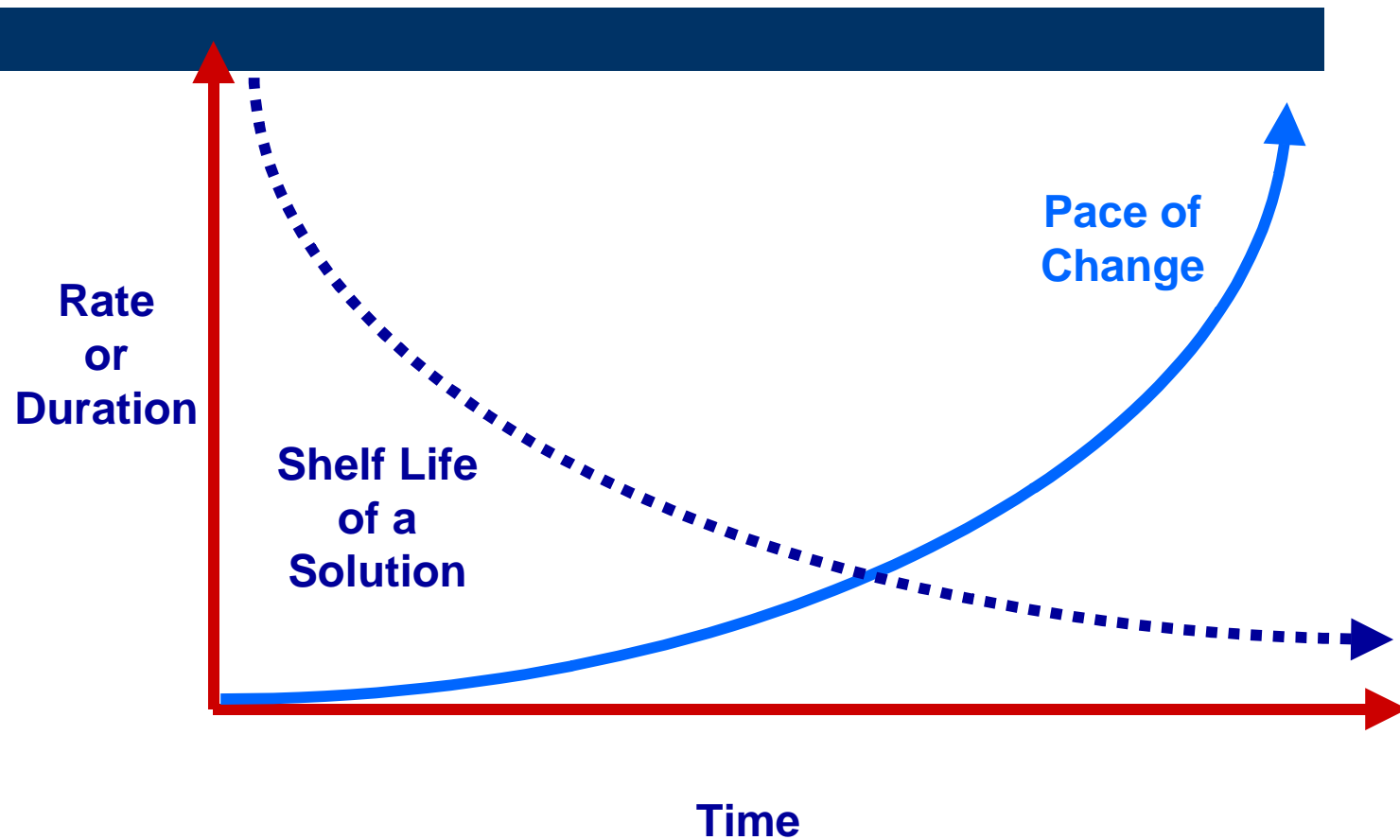
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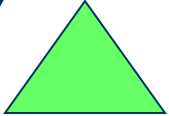
Change is the Norm



The Execution Challenge: Managing Change



The Independent Banking Landscape Today

- Working outside the lines
- Competitive industry
- Performance in challenging times
- The buzz about “execution”/metrics
- Journey from manager → leader → Control of your own destiny
-  Landscape is the norm...not the exception

Change & Challenges: Opportunities Never So Great

- Permanent whitewater, turbulence
- Leaders drive change
- Today it's about strategic agility
 - Fast
 - Focused
 - Ferocious
 - Agility
- Execution

Execution Essentials

5 Key Drivers: Independent Banking Best Practices

1. Know yourself and your business

5. Build High-Performing Teams & Individual Talent

2. Set clear goals and priorities



People

3. Follow through



Strategy

4. Reward performance and performers



Operations

Change: Out with the Old...In with the New: Which Model Does Not Belong?

- Plymouth
- Hummer
- Pontiac
- Oldsmobile
- Scion



Change & Execution : Some Simple Illustrations

- Profit driven →
- All about developing people →
- Reputation Enhancement- “Be the Brand” →
- Reinventing Excellence →



NEW WAVE LEADERSHIP: MESCON'S 7 PRINCIPLES

1. Innovation & Creativity drive great organizations
2. Old Model: Big beats Small
3. New Model: Fast beats
4. Company Centered to Client Centered
5. Be a skill builder
6. The Call for Transformational Leadership
7. Power of Teams/Cross functional solutions!

It's All About the Wisdom of Teams

- team building
- team development
- team deployment
- team ethos
- cross-functional training
- the power of mentoring
- easier said than done
- getting people to work together



A Canoe Trip Along The Hudson River



Great Leaders Listen with 3 Ears



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