



WILBANKS PARTNERS

*SIFMA AMG Operations Member Meeting
Staffing & Recruiting Trends*

Wilbanks Partners, LLC
One Stamford Plaza, 9th Floor
263 Tresser Boulevard
Stamford, CT 06901

www.wilbankspartners.com

June 27, 2018

Pace of change is accelerating — in investment processes and product design, and in service delivery mechanisms. In order to be successful, there are several behavioral skills that are almost more important than specific technical skills:

- a. Intellectual curiosity**
- b. Learning agility**
- c. Leveraging diversity**

Build optionality into everything you do, for your company, for the business that you are in, and for your career.
This is the backbone of agile.

Don't ever assume that you need to do it all yourself in solving a problem. Seek our strategic partners at every step of the business process. Those partners could be internal, external, acquired or built/learned. The same principles exist in managing your own career.

Communicate honestly up and down the chain of command. It will build loyalty and confidence with peers and subordinates and give superiors the tools they need to guide more successful strategy and decision making.

There is always room for disruptive ideas that don't fit the *status quo*, as long as they are well thought out and presented far enough in advance to allow adequate consideration and discussion.

Disrupt or be disrupted.