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"Mistakes are the portals of discovery." ~ *James Joyce*

"The quality of applicants we received was the best we have ever received from a recruiting firm." —*Kathy D.*

Our shortest successful search assignment is 2 days.

We have one of the largest databases with over 80,000 candidates.

61% of our placements come from repeat clients.

64% of all our successful search assignments are filled within 90 days

Over 56% of our placements are made locally with no relocation expenses involved.

We have placed over 1350 individuals and established successful partnerships nationwide by providing reliable service and quality performance.

In many cases we have qualified candidates within 24 to 48 hours.

## Message from our President

### Happy Holidays!



The Most Crucial Factor for Leadership Success!

According to over 1,500 CEOs, general managers and senior public sector leaders around the world who

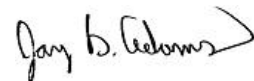
were polled recently, creativity is the number one leadership competency going forward. Top talent practices and encourages experimentation and innovation throughout their organizations.

The reason for this finding is the increasing uncertainty and complexity in the "New Normal". The future has become a lot less predictable and CEOs believe that creative geniuses will have the greatest levels of success.

This new kind of creative leader will be capable of tweaking systems to come up with new answers on how to run, organize and develop business. Creative leaders will have to make deeper business model changes to realize their strategies.

To succeed, they will have to take more calculated risks, find new ideas and keep innovating in how they lead and communicate. As complexity of the marketplace rises, most successful organizations will collaborate with customers to co-create products and services, and integrate customers into the core processes. Successful CEOs will make customer intimacy their number one priority and will expect to enjoy 20 percent more future revenue from new sources. Continuous Strategic Planning will be an ongoing process, rather than an annual one, so that the organization may respond to fast changing market conditions.

Have your best month ever!



[Jay Adams, CPC](#)  
President/Owner



View my  
LinkedIn® Profile

## Did you know?

... that Adams is growing with the addition of three new recruiters on November 14<sup>th</sup> to keep up with the growing demand for our services! They are Rob Robinson, Zach Isherwood and Tom Larson!



## Feature Article

### **Do your own recruiter searching long before you'll be job searching**

*By Vickie Elmer*

If your career matters to you, you need to recruit a recruiter.

The time to do this, ideally, is before you start hunting for a new job. And the way to do it is either to be discovered by a recruiter who joins your network, or to be recommended by co-workers and others who value your talents and contributions. Kathleen T. Kurke hears from one such man who e-mails about once a month saying he loves his job but is ready to help her with connections in Texas, where he lives. He wants to help the executive recruiter now so when he's next looking, she'll be more likely to assist him.

That proactive approach demonstrates his talents as a business developer and keeps his connections strong with Kurke, national practice leader with the Starbridge Group in Fairfax. "The best time to approach a recruiter is when you're not looking for a job," she said, offering advice echoed by several others.

Get connected through co-workers, a former boss or someone on the nonprofit board on which you serve. "Referrals are the best," said Patrick Gray, a Korn Ferry International partner who specializes in government contractor searches in the aerospace and defense fields.

A third avenue in: Develop a robust online profile on LinkedIn and in your professional association or community. "Make yourself visible," says Bob Corlett, president of Staffing Advisors in the District, which recruits for nonprofit, association and entrepreneurial clients. Speak at professional meetings or serve on a committee -- and leave an online trail illustrating your professional skills.

This will make you "findable" to recruiters, Corlett says. They seek candidates by searching LinkedIn, by checking professional association sites or by Googling around for prospects.

You want to connect with a recruiter who works in your industry or at your career level. For Corlett's Staffing Advisors, that's often at the director level, including many searches for directors of HR or development. For Korn Ferry, that means mostly vice presidents and above. Some recruiters specialize in one job function, such as general counsels or graphic designers, and others focus on one sector, such as finance or legal.

Once you have been introduced to a recruiter, look for ways to make the relationship mutually beneficial and long-term. "Be a good go-to resource for discussions on issues and trends in industry," said Kurke, who is president of the Pinnacle Society, a group of star recruiters nationwide. Or as the Texas man does, offer to connect her to other candidates. "It's sort of like managing up when you work for somebody," Kurke said. You need their help -- and you help the recruiter succeed, too.

Recruiters are inundated with inquiries and résumés, so respect their time. Don't ask them for advice on your résumés or cover letter; that's for friends, family or résumés writers. And don't expect them to help you with career change thoughts.

Some recruiters will take time to meet you for a quick conversation or coffee; others don't want to see you until they have an appropriate opening. "When a search firm has a good opportunity for you, there's lots to talk about. When they're not working on a search, there's not much to talk about," said Corlett, who's been working as a recruiter since the mid-1980s. "We want to be kind and professional. . . . But I can't have 20 cups of coffee a week" with candidates.

So don't stalk them. E-mails or calls every week will turn them off, Gray said. He also tells people to be realistic about their career and accomplishments. Acknowledge to a recruiter: "I'm not right for that, but here's two people who are."

It's fine to work with two or three recruiters -- "a manageable number of relationships," according to Gray. But you need to be honest and open with each one, Kurke says, so they don't duplicate efforts or feel you're being secretive. "Share your goals and aspirations," she said, and never lie about your experience or accomplishments.

Recruiters are paid to identify people who are in demand or difficult to find, Corlett said. Recruiters work for the organization, so unless you're a good match for the employer's specifications, you won't make the slate of candidates. Said Corlett: "You could be my brother, and I'm not going to put you forward if you're not a good fit."

*Vickie Elmer is a freelance writer.*

## Recent Placements

The Adams Team is proud to announce the completion of the following searches:

- Marketing Coordinator in Indiana
- Agricultural Lenders in Indiana, Kansas, South Dakota and Texas
- Commercial Lenders in Indiana, Iowa and Wisconsin
- Compliance Officer in Florida
- Credit Administrator in Indiana
- Director of Risk and Compliance in Arizona
- Director of Financial Reporting in Indiana
- Chief Financial Officer in Louisiana
- President in Oklahoma

The fulfillment of these searches once again personifies Adams, Inc as the premier search firm in the banking industry. Call us for a consultation on our unique 16-step exclusive search process at no charge to you.

## Great Jobs

We specialize in placement of banking, general financial, trust/trust investment and credit card professionals nationally. The job listed below is just a sampling of great jobs offered through Adams, Inc.

### [ACOH43788 - Corporate Director of BSA / AML Compliance - Cleveland, OH](#)

Our client is a \$3 billion publicly traded financial services holding company based near Cleveland, Ohio. They operate 40 + retail and ATM locations, 2 business financial service centers and 18 lending centers throughout the Midwest. As a community bank they are committed to ensure their customers' well-being is their top priority. They have enlisted our services to help them fill a very pivotal role for a Corporate Director of BSA / AML Compliance. This individual will act as the bank's subject matter expert on industry and regulatory matters with regards to AML / BSA and maintain and enhance customer deposit account opening procedures, account monitoring and currency reporting procedures consistent with Federal law and OCC regulatory requirements. Ideal candidates will possess strong working relationships with regulators. Please contact **Christina** at (800) 536-4933 extension 121 or email at: [calbert@adams-inc.com](mailto:calbert@adams-inc.com)

### [Locate Your Job \(http://jobs.adams-inc.com/adams/hotjobs.asp\)](http://jobs.adams-inc.com/adams/hotjobs.asp)

You can see our complete listing of positions in your field on our Web site. If you do not find what you are looking for, call us and we'll be happy to help you.



Our Web site also has interview tips, resume hints and other useful information to help you in your search.

## Outstanding Candidates

The candidate listed below is just a sampling of top quality individuals offered through Adams, Inc.

### **CMMN137730 - Commercial Lender / Credit Administration - Min. Salary \$125,000**

Our candidate's spouse has received a wonderful promotion that will be moving them to the Shakopee, MN area. This candidate has 20 years of Commercial Lending experience. The primary expertise is in C and I as well as Commercial Real Estate. Currently they are working in a Commercial Loan Office chasing new business deals as well as working out loans that have been assigned. The candidate relocated with an independent multi-billion dollar bank to get a market turned around and was able to do this successfully. Has an excellent bond with clients and staff, loves commercial lending and is interested in line lending positions or has lead teams of lenders in the past. Please contact **Susan** at (800) 536-4933 extension 114 or email at: [slarsen@adams-inc.com](mailto:slarsen@adams-inc.com) for more information.

#### **[View more Outstanding Candidates](http://jobs.adams-inc.com/adams/hotcandidates.asp)**

(<http://jobs.adams-inc.com/adams/hotcandidates.asp>)

#### **[Tell us about your Candidate Requirements](http://www.adams-inc.com/candidate_request.asp)**

([http://www.adams-inc.com/candidate\\_request.asp](http://www.adams-inc.com/candidate_request.asp))

## Banks for Sale

Making successful matches is what we do best at Adams Inc. Our services include matching buyers and sellers of banking institutions. Below is a small sample of our current listings:

- 44240 – \$5 Million Capital Raise – Western Arizona
- 42416 – Capital Raise for a State Chartered Bank – Phoenix, AZ
- 32727 – Looking to Buy a Nationally Chartered Bank
- 24303 – Looking to Buy a Bank Under \$50MM – Colorado, Kansas, Missouri or Nebraska

To see a complete list, visit us at: <http://jobs.adams-inc.com/adams/banks.asp> . If you would like additional information about any of the banks for sale, contact us at: [jadams@adams-inc.com](mailto:jadams@adams-inc.com)

## Most Visited Resources on Adams, Inc. Website:

The following are the pages that are most visited at the Adams, Inc. website. Feel free to browse our site and locate these items:

#### **Job Seekers**

- Instant email job notification: [Speed Lead](#)
- Check out our e-book loaded with interview tips: [Don't Interview, Audition!](#)

#### **Employers**

- See a quick listing of our hottest candidates: [Candidates Listing](#)
- Instant email candidate notification: [Speed Lead](#)

Adams, Inc. has an amazing staff of 13 recruiters tracking over 3,000 job openings nationwide. Visit us at <http://www.adams-inc.com/ourrecruiters.asp> to see a list of our recruiters.