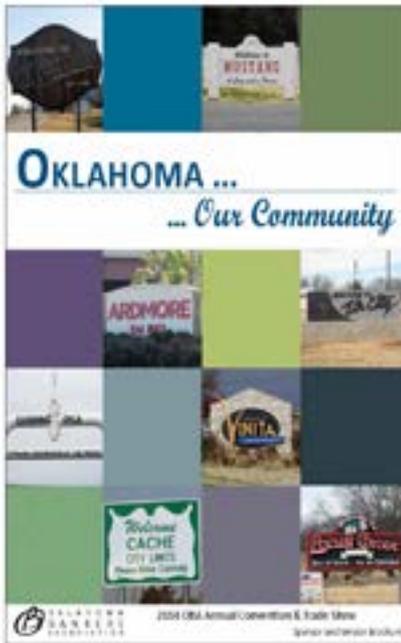




Emerging Leaders Insights

May
2014

Gear up for convention!



It's that time again - time for the OBA Annual Convention and Trade Show! This year it will be May 14-16 at the Hard Rock Hotel and Casino in Catoosa. If you've never attended, it is a great event that provides numerous opportunities to gain better insight to the industry and to build relationships with your peers at all levels.

This year, keynote speakers are Esther George, president and CEO of the Federal Reserve Bank of Kansas City, and Jay Wilkinson, author, former all-American college football player and former staff assistant to Richard Nixon, as well as the son of legendary former OU head football coach Bud Wilkinson.

In addition to the keynote speakers, several quality breakout sessions will be available to choose from along with the annual meeting and awards ceremony honoring inductees to the 50-Year Club. The event will kick-off with the convention golf tournament on May 14 at the Cherokee Hills Golf Course next to the casino.

Emerging Leaders members are able to attend the Annual Convention and Tradeshow for a substantially reduced registration fee. You can download a registraroin form or register online at <http://members.oba.com/Core/Events/eventdetails.aspx?iKey=14001>. Just mark the box for the Emerging Leaders rate and we'll look at the Emerging Leaders roster to confirm you are a member.

There is also potential for a Wednesday night Happy Hour if enough Emerging Leaders members are interested, so let us know.

Creativity's role in leadership

By Rhett Laubach, @yuns1

Creativity is a key element of leadership. Leadership is measured by results. Good results = good leadership. Poor results = poor leadership. Creativity is an output. It is a result of other factors at play: risk, failure, brainstorming, awareness, perspective, etc. Creativity is a vital part of a great leader's results list. Since creativity is something you produce, not something you do, the question isn't "How can I be more creative?" The question is "What do I need to do to produce creative work?" That answer depends greatly on the nature of your work and on your ability to overcome the following seven barriers to creative work in any type of workplace.

The Seven Great Barriers to Creative Work

Silos - Every person thinks differently, but no one knows everything. Silos are the barrier of either intentionally or culturally not asking for or seeking out help, opinions, experience, ideas or facts from others. Creative work thrives in interconnected environments.

No WOO - There are very few work environments that are not social or built around team contribution. Woo is a moniker from StrengthsFinder's personal assessment tool and stands for "Win Others Over"; meaning the quality of likeability. Creative work is highly social work and when WOO is missing ideas are not shared freely.

Chicken Little - In the cartoon world he yells, "The sky is falling." In the real world Chicken Littles are negative people. They contribute 10 negatives to an idea session before even thinking of one positive. This

constant focus on what is wrong snaps the oxygen supply from creative work. You have to deal with challenges if problems are going to be solved, but Chicken Littles simply never get to the second part - the solving.

Run Forrest Run - If there was one thing Forrest Gump did not do it was run from who he was. He embraced and pursued every aspect of life. Creative work requires bold actions and risky moves.

Leftovers - Creative work also requires you to see new things. This is challenging to do when all you see at work are leftovers. Very few people are working on brand new, never seen before projects. The standard for most creative work is taking something old seeing it as new and then making it so.

Brain Runneth Over - Fatigue sets in for professionals and creates barriers. One of the most damaging barriers to creative work is the lack of desire to learn more. When learning stops creative work stops.

Lost Hope - You can see there is a running theme of emotional content through these barriers. Lost hope is the strongest emotional barrier and is the nail in the creative work's coffin. Once you decide something great cannot be created it becomes an absolute certainty.

These seven barriers all have wrecking balls - strategies for breaking them down and not allowing them to dilute your creative work. Contact me if I can help you or your office personally - owner@yournextspeaker.com.

A note from Roger Beverage ...

For the last 10 months, the OBA has been working on developing a process for achieving regulatory relief for community banks by the end of 2014. No doubt it will be a difficult goal to achieve, but it's not impossible.

First, we got together with a couple of our sister state bankers associations to compare notes and see what common themes we might share. We discovered that regulatory relief was the common charge from our respective boards of directors.

Second, we then did a short survey asking bankers to identify their top regulatory relief priority. Bankers in 33 states participated in that project and told us regulatory relief, especially in the area of mortgage lending, was far and away the most important item on their agenda.

Third, we engaged with the American Bankers Associations and, working together, developed a plan including a specific, targeted bill to be introduced the first week in June. Our argument is focused on making more mortgage credit available to more middle-class and low- to moderate-income families rather than focusing on what the banks want or need. We also plan to try and engage with the ICBA.

Our research shows that 24 percent of OBA-member banks no longer offer residential real estate mortgage loans. Those that do offer this product will only do so if the borrower meets the "Qualified Mortgage" requirements that have been established by the Consumer Financial Protection Bureau.

What we've also discovered is that the groups typically denied access to mortgage credit because of these new mortgage rules include the following:

- Low- to moderate-income individuals who have good credit and to whom banks are willing to lend, but who often exceed the government's arbitrary limit on debt to income to be eligible for "qualified" home mortgages;

- Small business owners and professionals who use equity in their home to finance their businesses, have a good credit history and to whom banks are willing to lend. Because their income fluctuates over time it generally means that these consumers either they don't meet government standards for third party income verification or they experience delay, hassle and expense to hire an accountant to determine their verifiable income;

- Rural residents who may qualify for loans but may not have alternative lenders in their communities if their local community bank decides that it can no longer offer residential real estate mortgage loans because of the increased cost of operation that has resulted from more than 6,000 pages of new rules and requirements that govern mortgage lending;

- Retired individuals and newly employed people may not have an adequate source of annual income or are too new to employment (recent graduates, returning military, etc.) to have an income history that meets government requirements; and

- Other creditworthy individuals whose income is hard to document as demanded by these new government standards even though a lender has confidence the borrower can repay the loan.

We've reached a consensus on a proposal that will do three things:

- The Act will clarify that residential mortgage loans in the form of "balloon" notes (a typical and normal product offered by virtually every community bank in America) that's originated and retained in portfolio by the lender will automatically meet the requirements of the "Ability to Repay" (ATR) regulation and will also qualify automatically for "Qualified Mortgage" (QM) status.

- In addition, the Act will provide that all residential real estate mortgage loans that are originated and retained in portfolio by the lender (fixed-rate or variable-rate) will automatically meet the requirements of the ATR rules and will also qualify automatically for QM status;

- Banks that originate fewer than 500 residential mortgage loans in a given year will be exempt from the escrow requirements that have been imposed by federal banking regulators.

Check it out at our new website: www.enhancingmortgages.net. We think you'll find that it's a worthy objective that should attract the support of all banks in the country. If we can communicate that support to each member of Congress and each senator, we should have an excellent chance of persuading them to vote for this measure.



Stacy White

Stacy White, training Administrator at American Heritage Bank in Sapulpa, was the 200th person to join Emerging Leaders.

Jennifer Stacy has been married to her husband, Jason, for 14 years and they have one daughter, Karley, 13, who keeps them both very busy.

Most people are surprised to learn about Stacy is she

has lived all over the U.S. due to her husband's career in the United States Air Force.

In the little spare time she has, she loves to watch college football and enjoys reading.

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.

Emerging Leaders notes

- Save the date! We have schedule the next Emerging Leaders lunches. We'll be meeting in Oklahoma City on Tuesday, Aug. 12 and in Tulsa on Wednesday, Aug. 13. The Oklahoma City lunch will be at the Harris Event Center. More information will be sent out in the next month or two. We're still looking for options for the Tulsa lunch so if you have suggestions, please let us know; and

- Make sure you sign up for our baseball game socials in June. The games are a great way to relax and socialize. We encourage you to bring friends and family as well. Tickets to the games must be purchased in advance so be sure to register before the deadlines. Information for the June 12 Tulsa game can be found [here](#) and for the June 26 Oklahoma City game can be found [here](#).

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