



Dec 2, 2023

Vol. 39, No.48

Angie Avis, TS Banking Group



Angie Avis shared about her job as Chief Talent Management Officer for TS Banking Group. Angie is married to Ryan Avis, Pott. Co. Deputy, and they have three children and live in Treynor.

Angie has worked 16 years at the bank and started on the front line at HyVee as a personal banker. She eventually found her true niche in leading Talent Management across the organization for all locations. It is a multi-tiered department dealing with human resource items such as pay roll, benefits, and hiring as well as growing, developing, training, reviewing, communicating with, mentoring, rewarding and recognizing the talent in the organization.

One important facet is to instill the culture that has been developed across the organization- 'The Why'. There are nine core principles that comprise TS Banking Group's culture: curious, integrity, resilient, collaborative, strategic, agile, giving, accountable, and authentic. Angie stated that these principles are near and dear and we live and breathe them. The Talent Management area is the culture keeper of the organization, sharing the story, message, and helping employees know what is most important to the organization.

A lot of time is spent developing leadership. A Transformational Leadership Academy, a certification program, was developed by the department. Leaders at remote locations are able to participate by Zoom (now Teams), and then come in for a one-day session to further learn and celebrate their accomplishment with peers.

For a new hire there are three levels of interviews with robust onboarding once hired. Education is important, but not the only means for getting a job, stating you technically don't have to have a degree for any of the roles. Important is

that a person likes to work, treats others well, and has good character.

New employees are trained in person at each location and Angie spends time with each. As a trainer, getting to know the employee better after being hired and unpacking more about that person and their skill set is the first item worked on.

When there is a new bank acquisition, the culture of the bank is right up there in importance as credit quality in deciding to acquire. It must be a fit for them and us.

Every industry has standards and expectations regarding hiring. The Department of Labor as well as FDIC and OCC have suggested benchmarks, rather than stating that you have to have a certain number of vets, disabled, etc. TS Banking Group's approach is if you are the best person for the job, you will get the job. Efforts are made to expose job openings to different categories of people. For example, Offutt has a recruitment fair every year for vets which the bank participates in.

One Optimist shared that in 1964 at Mutual of Omaha, women couldn't smoke at their desk, but men could. A federal law was changed and every woman lit up a cigarette! Times have changed!

TS Banking Group has a hybrid work model. Certain jobs require a person always be present, but others are able to choose. There is an amount of trust, but performance can be seen when projects are accomplished and the work is done. Employees who work remote enjoy the deeper amount of flexibility of hours they can operate under. Some teams may work daily at home but come together in person once a week. Zoom meetings are utilized as well. If there are performance issues, then there are conversations.

Angie shared pictures of the eight employees on her team and what their roles are. She also shared there are 220 employees right now across the TS Banking Group organization.

Next week's Program:
Shelly Bailey, Advisor of JOI Club

Meeting Minutes

Dale Willenborg called the meeting to order. Seventeen members were present. Angie Avis was our guest.

The group recited the pledge and Jordan Campbell offered the prayer.

Jokes: Keith Denton, Jordan Campbell, Dale Willenborg

50/50: Chad Guttau

Attendance: Keith Denton

Football Contest: Keith Denton

Birthdays/Anniversaries: None

Bragging Rights: (Dollars are contributed to benefit local youth programs.)

- Keith Denton stated his passport states he has brown hair so must get it changed. Now when his wife sees a gray haired guy on TV, "Look that guy has brown hair too!"
- Dick Fox stated he had been gone for a month, attending football games in Sioux Falls, SD.
- He also bragged on his granddaughter's Gotthenburg, NE team winning third place in the Nebraska State Volleyball Tournament. She was named to the all class team. Her team had a 34-3 record and were beaten by Minden, NE all three times and in the tournament.
- Dick also stated there were 16 at their house for Thanksgiving and Blake Fox brought a fraternity brother from Chile, who was a riot!
- Dick also stated there was .6" of rain in one rain gauge in Nov.
- Judy Guttau bragged on grandson Brock Fox getting to play football in the National Playoffs second round last weekend in Colorado. They lost, but had a great experience.
- Gary Guttau shared a square nail, porcelain insulator and told about nail kegs he has. One member remembered straightening bent nails. And some stories were shared.

Community:

Dec. 13 - Zion Church is sponsoring a free Christmas concert. Billy Ballenger is the performer. He will speak at the school on the morning of Dec. 13.

Dec. 10 – Pro Wrestling is back again at the Community Center in Treynor. Jordan Campbell announced and stated it is very entertaining. The doors open at 2 and bell time is at 2:30. VIP tables are \$80 or \$8 each. Nolan Long and Marilyn Abbott run it. Brad Klahn also helps.

Dec. 5, – Chad Guttau promoted a Free Speech America event in which Ryan Binkley, a pastor and candidate for President will speak. This event is at 7 PM at Crossroads Church, 1307 N 27th St., Council Bluffs. Doors open at 6:30 PM.

Business:

- Can kennel sorting will take place after the meeting next Saturday.
- Can kennel sorters last week were Bill Vorthmann, Kirk Vorthmann, Dennis White, Steve Chambers, Dale Willenborg, and Gary Funkhouser.
- Dec. 16 – The Cub Scouts will serve cocoa, cookies and carol for the Optimists at our meeting.

There being no further business the meeting was adjourned with the saying of the Creed.

HUMOR



Famous Quote

"The greatest use of a life is to spend it for something that will outlast it."

William James

Calendar

Events

Birthdays

Dec 16 Kevin Underwood
Dec 23 Chuck Nielsen

Anniversaries

Dec 26 Dick and Sherry Fox
Dec 27 Gary and Dee Guttau

Programs:

Dec Judy Guttau
Jan Dale Willenborg
Feb John Klein

Speakers

Dec 9 Shelly Bailey, JOI Club Advisor, etc.
Dec 16 Randy Fontaine, Hope-Net CEO
Dec 23 No meeting
Dec 30 No meeting

Editor: Judy Guttau, judy.guttau@tsbg.com, 402-670-4330. Contributor: Dee Guttau
Dues/Donations/Flag Money: Mail to Optimist Club of Treynor, PO Box 354, Treynor, IA 51575