



CASE STUDY



The Superheroes of Succession

COMING SOON TO A BUSINESS NEAR YOU

Founded by a 30-year veteran of the financial services and recruitment industries, we deliver talent management, career management, and succession planning services to our clients and candidates. From the heart of the Midwest, our passion is to make you better in every aspect of talent management, from social media to succession. Our focus on the candidate is about career management, and long-term success. Our dedicated search teams are committed to the highest standards of excellence.

CHALLENGES

Without a succession plan, a small Bank under \$425 million in assets faced numerous challenges. Lacking mergers, stock plans, and change of control agreements, along with low stock value, the Bank struggled with growth and stability. High employee turnover, an aging shareholder base, and disconnected generational ties to the community further compounded the issue. Such banks become targets for mergers and acquisitions, leaving small and rural communities underserved as community banks disappear.

SOLUTIONS

The Bank needed to align its mission with talent, assess hiring needs, and analyze internal strengths and weaknesses. By implementing a formal evaluation process, making necessary adjustments, and developing both long-term and short-term plans, the Bank ensured sustained success and resilience.

RESULTS

Implementing a comprehensive talent strategy yielded significant results for the Bank. Assets grew to \$1.2 billion, marking a threefold increase. Successful M&A deals were closed, expanding the Bank's footprint, and enhancing its market presence. Introduction of employee stock plans not only boosted morale but also contributed to a threefold increase in shareholder value, reflecting positively on the Bank's performance and future prospects.

Our search process is not about who is in our database; it's an active process to contact highly qualified top talent with the skills you are looking for in your market. This process starts with a significant investment in research, and once completed a strategic calling plan is implemented with a digital touch strategy to reach the best people in the market.



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