



Business Leadership Group

Ross Alan Hill, Smashing Silos -Session 1 of 4

Ross Alan Hill, Founder & CEO of Bank2 built and leads a company that has won significant praise in the financial services industry, finishing as the #1 community bank in the USA in 2009 and #3 in 2010, based on net return on equity [ROE.] Bank2’s employee turnover is less than half of the industry average and it has been recognized as on the best places to work in Oklahoma. As an old friend of Kent Humphreys, former FCCI President, Ross is deeply committed to honoring God through their Mission: Building Better Lives.

Do you think Bank2 would have done as well if they were primarily focused on ROE, vs. Building Better Lives? [explain and discuss with your group]

Building Better Lives permits Bank2 to focus on building better lives for their employees as they build better lives through their employees. Why do you think there are not more businesses that take Bank2’s approach? [share with your group]

This great video segment ends with the question, “What if we could be about success and significance?” Ross and his team passionately pursue both. How do you think Bank2’s focus on “others” sets them apart in the public’s view?—in the Employees’

Select the item above that would make the most impact or warrants immediate attention and answer the following questions:

1. Should I apply this concept or practice to my business or personal life?
2. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]

Comment:



Development Objectives:

Life, Leadership, Excellence, Kingdom

Each of you should look not only to your own interests, but also to the interests of others.

Ph 2:4 NIV

For as he thinks in his heart, so is he. Proverbs 23:7a NKJV



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Ross Alan Hill, Smashing Silos -Session 2 of 4

Ross uses the visual image of grain silos as a metaphor to challenge himself and others with the notion that eternal values must be pervasive, impacting every endeavor of life, or life is much more difficult and our witness for Christ becomes useless. Can you think of examples of business leaders who needlessly complicated their lives or destroyed their testimonies? [explain]

Ross states that no matter how difficult our circumstances, God ordained us all to be here in this time, now to honor Him and point others to Him [Eph 2:8-10.] Do you see opportunities in today’s market conditions for Christians to honor Him and impact culture through your business? [explain]

Do you find that most people become more open to the Gospel, to prayer support, to considering Biblical truth in times of scarcity and imminent threat or during times of plenty and low stress?

Ross refers to Webb Simpson’s quote [PGA Pro Golfer] ”My faith and relationship with Jesus is what fuels everything. I once had everything in “priorities. It was really hard to juggle all of those things. So I talked to my mentor & coach and he encouraged me to get rid of my “priorities” [that is silos or compartments.] Since we have done that, it [Jesus] has fueled the passion for everything we do in life.” Do you understand what Webb and Ross are talking about? Have you come to that point?

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Ross Alan Hill, Smashing Silos -Session 3 of 4

“As leaders, we have influence. We have it in the church. We represent the church. We represent faith. We represent Jesus Himself. So the question becomes “How do others see Jesus in you?” Do they see Him as alive and relevant?”—Ross Alan Hill Would you like to know what your employees would say if they were asked if they see Jesus in you? Share your thoughts...

“Leadership is one of the Spiritual Gifts that God gives us.”—Ross says that we should treat leadership as a gift that we have stewardship over. Do you agree?

Research that Ross quotes states that CEOs have 8,212 times more unbeliever mindshare [influence] than pastors. Does that seem reasonable to you? What stewardship issues does that imply?

Ross’ s glass sculpture, Redento Raffinato [Italian for Redeemed Elegance] is an object in his office that is so unique and provoking of comment that it is a powerful tool for him to share with almost every visitor, regarding God’s redemptive power, how he longs to take broken things and make them into things of beauty. Do you have anything in your workspace that you might use to point people to Christ?

Select the topic above that would make the most impact or warrants immediate attention and answer the following questions:

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Comment:



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Ross Alan Hill, Smashing Silos -Session 4 of 4

Ross Alan Hill—“People want to have passion for their work. They want to create something important. They want to make money and they want to have a sense of purpose [in order of greatest value from 1-4] ... Our people hear ‘Building Better Lives’ from the moment they are hired. I tell them that after about 60 days, they will have it in their heart”

How do you think Bank2’s Mission Statement connects with those top 4 things people are looking for in their work?

Ross states: “My calendar controls everything in my life. So where and when do you make time for Jesus?” [comment and discuss with your group]

Ross explains that he begins his workday by spending time at his desk in the Bible and in prayer. He goes on to say that often people tell him that they sense the presence of God in his office. Share your thoughts on his experience.

“God ordained us to lead and to change lives for Him...Look inside your organizations. Look at your family. Look at your neighbors. Be the Light [in their lives], for Jesus.”—Ross

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- 3. Should I apply this concept or practice to my business or personal life?
- 4. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]

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