



# Creating Internal Talent Pools/Pipeline

David Pease, SVP – Talent, Diversity & Inclusion  
Bangor Savings Bank

With Allison Treat and Tyler Bartlett  
2022 Management Trainees



# Talent is your #1 Priority!

Finding excellent talent is the #1 priority of all managers. Our business is successful because of our people – how we treat one another, build relationships with customers and provide stewardship to our communities. Banking is a people business – hire & keep the best people!

--David Pease



# Bangor Savings Bank Talent & Diversity Model

Ensure our culture and work practices are inclusive, respectful and inviting to all; engaging optimal professional performance and personal potential and assuring the full utilization of our people is at the heart of our competitive success.









COLLABORATION



CREATIVE PROBLEM SOLVING



CRITICAL THINKING



EMPATHY



INTERCULTURAL FLUENCY



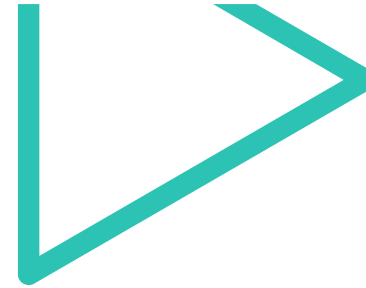
LEADERSHIP



ORAL COMMUNICATION




RESILIENCE



# Proactive Hiring



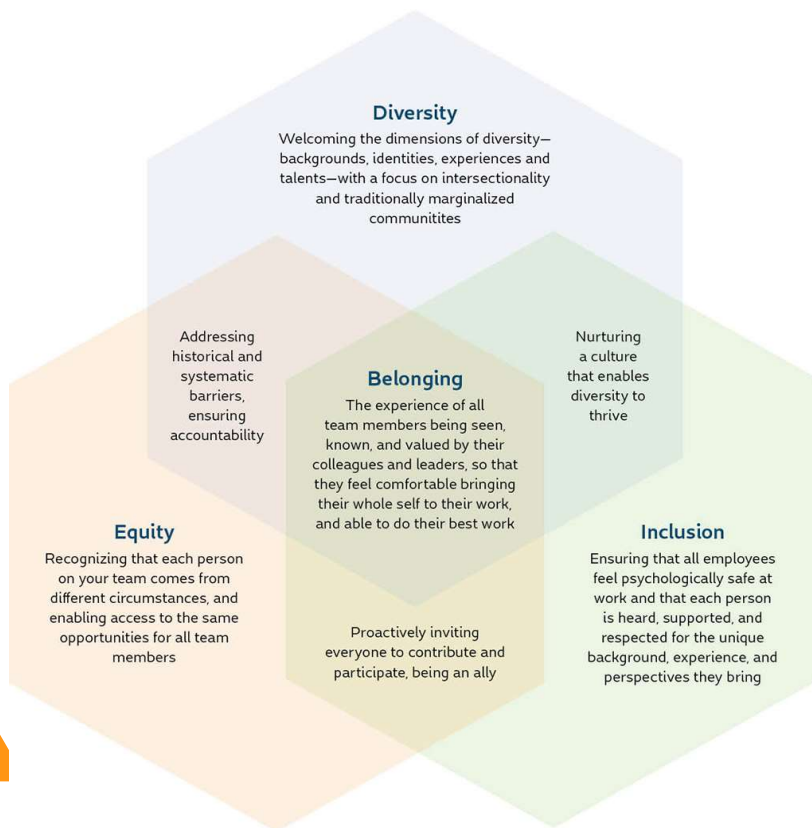




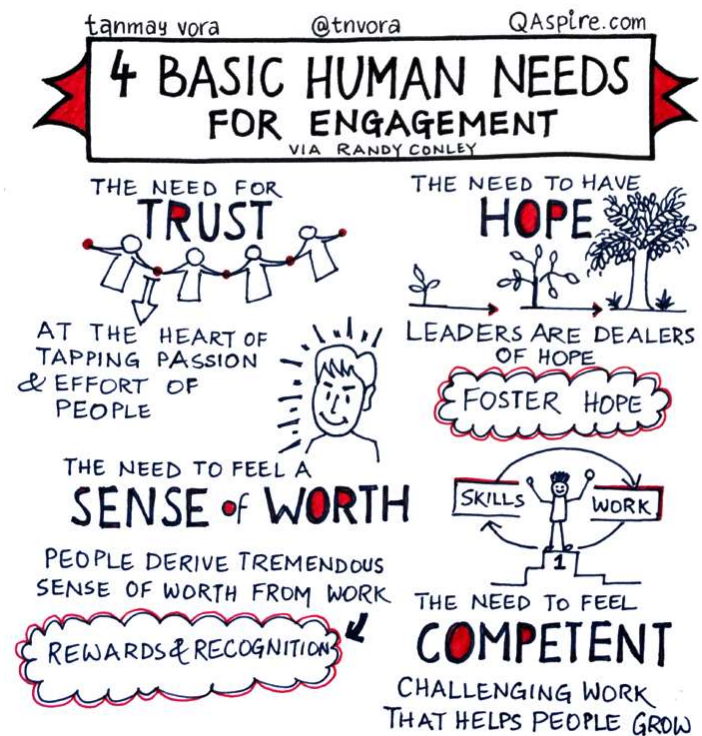
IN MOST CASES BEING A  
GOOD BOSS MEANS  
HIRING TALENTED PEOPLE  
AND THEN GETTING OUT  
OF THEIR WAY

TINA FEY

# Diversity, Equity, Inclusion & Belonging

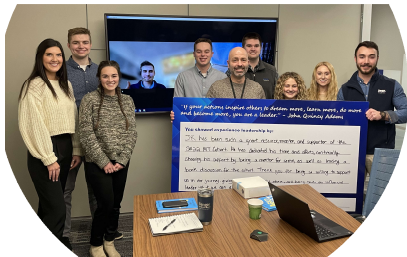
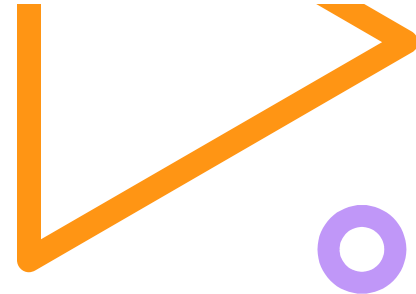


# Creating a Meaningful Experience!





# The Future is Now...



# Questions?



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