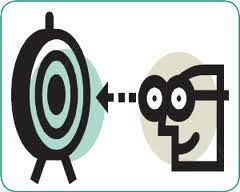
(Mr. Tenkey's Tips #250) www.mrtenkey.com

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Dear Management:  Let's say employees are expressing opinions on (whatever... it doesn't matter).    
  
The important part to remember is... from where they come.  
  
Generally...  A branch manager will lean toward making their LOs happy...  A loan officer towards making another commission...  A compliance manager towards following the rules...  An operations manager towards efficiency....  An U/W manager towards the strongest loan package.  
  
And I, as CFO... will generally lean towards keeping the doors open and coffers full.  
  
AND you... as leader/manager/supervisor... need to manage from the center.    
  
Find that sweet spot... and put your own biases aside.    
  
Blend all the ideas, and various vantage points into the best sight line for the company.  
  
Now you know...