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## Our Garden at KO Knudson Middle School

Cool season crops such as carrots, kale, cucumber, radish and corn are thriving in the garden beds. The team will soon be adding broccoli, spinach and cabbage.

The KO Knudson Garden Team is also utilizing their vertical hydroponics unit to display how plants absorb nutrients through their roots and leaves.

In the spring the school aims to fill the garden beds with potatoes and watermelons to demonstrate the differences in reproductive strategy between the two crops.

## 5 Signs an Employee Is Ready for Leadership

### Ways to spot management material

As an entrepreneur, you want your business to succeed, and much of that success is reliant upon a staff rich with dedicated, capable and hardworking employees. For your company to achieve consistent and sustainable growth, you'll need to entrust your most reliable workers with leadership roles. To help you spot a good candidate for leadership, consider these five traits.

#### **They go the extra mile**

If an employee goes above and beyond when completing a task, they may be suited to a leadership role, suggests Daniel Wesley, a member of the Young Entrepreneur Council. This behavior can take many forms. Look out for employees who consistently exceed expectations and seek out additional responsibilities. Also, consider employees who manage their responsibilities well, and are willing to invest additional time and effort to get a job done on time.

#### **They're personable**

Potential leaders should have a mix of hard and soft skills. While your employee needs to have a firm grasp on the required knowledge and technical aspects of their position, these talents don't guarantee good people skills. Since a leadership position requires managing a whole host of personalities and temperaments, its potential leaders need to display emotional intelligence and team-oriented thinking. According to Workful contributor Jackie Alexander, notice how the employee gives feedback and handles conflict. If they're thoughtful and mature when dealing with fellow team members, they may have what's necessary to excel as a leader.

#### **They put the team first**

Whether it's considering the company or the employee's direct circle of teammates, a future leader should have a team-first mentality. If the employee helps other associates and becomes a trusted go-to source of guidance and knowledge for their teammates, they're probably a good candidate for promotion, says Joshua Lee, a member of the Young Entrepreneur Council. Another member of the Young Entrepreneur Council, Christophor Jurin, recommends that you also pay attention to subtle cues. For example, if the employee says "we" and "ours" instead of "I" and "mine," it's a sign that they're thinking about the team.

#### **They're emotionally mature**

Everyone makes mistakes, but if your employee can't learn from failure, handle correction or grow from constructive criticism, they may not have the emotional maturity for a leadership role. A good candidate should take responsibility, whether they're succeeding or failing, while being motivated to improve with guidance. Furthermore, notice how the employee engages with other associates. If they celebrate their peers' success rather than take a competitive or resentful attitude, they have a healthy mindset that lends itself to a leadership role.

#### **They're problem solvers**

According to Sharon Hull, a member of the Forbes Coaches Council, if the employee has a habit of spotting problems, developing solutions and seeing the project through, they're probably a good candidate for leadership. Furthermore, Michelle Tillis Lederman, another member of the Forbes Coaches Council, adds that you should consider promoting employees who strive to lighten your burden and take on larger roles, even if it's not part of their current position.

The continued success of your company relies upon a strong network of helpful, knowledgeable and responsible leaders. Discuss these traits and your candidates with your business partners to help make a well-informed decision.



## 2020 vision: Looking ahead to the next decade of business in Northern Nevada

RENO, Nev. — In case you haven't heard — and how could you not, with all the headlines popping up across the region for the past several months — “growth” is the name of the game right now across Northern Nevada.

Whether we're talking about high-level tech companies opting to plant their flags across greater Reno-Sparks, or scores of business people relocating to Northern Nevada to raise families here, there's been arguably no better time in the history of the Silver State when it comes to seizing economic development opportunities.

And the stats don't lie — take, for example, the Economic Development Authority of Western Nevada's EPIC report, the updated version of which was published, with help from RCG Economics, in late January 2019. Here are just a few nuggets underscoring that projected growth:

- Population across Washoe, Storey, Douglas, Lyon and Carson City counties will increase by 8.6 percent by 2023.
- Employment is expected to rise by 12.7 percent, while households are projected to grow by 8.8 percent by 2023.
- All told, by the end of the 2023, the region's population, employment and households will grow by 54,470 persons, 51,585 jobs and 22,559 households.

Growth, indeed. And this is just Northern Nevada we're talking about. When looking at the Silver State as a whole, the statistics are equally interesting.

For example, in mid-November 2019, the U.S. Census Bureau released updated migration estimates, taking into account a timeframe of July 2017 to July 2018, further confirming a fact oft reported the past several months: Nevada is the fastest-growing state in the nation when it comes to employment and population. Here are some of the highlights:

- Roughly 127,000 people moved to Nevada from other states, and another 14,000 moved to the Silver State from international countries.
- Of those 127,000 American residents, nearly 40 percent — 50,707 in fact — moved here from California.
- Utah (7,133 people) was next in line, followed by Arizona (6,999), Washington state (6,231), Texas (5,129) and Florida (4,018).
- Meanwhile, 22,400 Nevada residents moved to California, which amounts to about 10,000 fewer people than in 2009.

Long story short — thousands upon thousands of people are moving to Nevada, specifically to the northern half of the state, and that means business is booming.

So what does that mean not only for the next year, but also the next decade?

With 2020 upon us, and as we look to capitalize on these levels of unprecedented growth on the horizon for greater Reno-Sparks, the Northern Nevada Business View reached out to the 2020 Book Of List's top advertising partners and sponsors to ask them the following question:

With 2020 ushering in a new decade, what opportunities for growth do you see when it comes to the overall business community in Northern Nevada — and where do you see the most growth potential in your industry for the next decade?

Check out some of their answers below, representing various industries:

### **Hometown Health — Racquel Abowd | Director of Sales & Retention**

For 2020 and beyond, I think Northern Nevada will continue to diversify our business base beyond gaming as we have done for the past decade. For the health insurance industry, and for Hometown Health in particular, our challenge will be to continue to innovate our product offerings and leverage technology to provide our employer group clients with comprehensive and affordable employee benefit options.

### **Meadows Bank — Denny Williams | Northern Nevada Regional President**

We see the continuance of the momentum of growth we have been experiencing with new businesses, especially corporate headquarters, coming into Northern Nevada, hiring local employees and contributing to the economy.

The banking industry's growth potential over the next decade will be due to new deposit customers (from those new businesses mentioned above) and loan demand to finance new multi-family housing, and to purchase and build industrial, office, retail and investment properties.

### **Eide Bailly — Lauren Sankovich | Partner**

As Northern Nevada grows, it continues to attract new and exciting businesses that will help diversify our job market. Our firm can benefit from this by offering us the opportunity to work on a variety of industries within our geographical space.

With innovation being the focus of Eide Bailly, we should be able to provide faster and more efficient service to our clients across all industries.

### **ProTechnical — Rick Thomas | Founder & CEO**

The Truckee Meadows continues to experience tremendous growth as companies and people flock to the area. I would wager the word has spread far and wide of what the region has to offer both personally and economically — no longer just a place to get away, but a place to live and prosper. This was my dream nearly 20 years ago and I've never looked back since moving here.

Economic growth looks promising from all my company's indicators, not to mention the numerous help wanted signs dotted throughout the city. People need business and businesses need people to flourish, which is exactly the combination the region continues to experience. Come one, come all — we welcome you to Reno and the surrounding communities.

## Meadows Bank Joins the National Cyber Security Alliance in Global Effort to Support Data Privacy Day by Becoming a 2020 Champion

**Meadows Bank** has once again made a commitment to Data Privacy Day - an international effort held annually on Jan. 28 to create awareness about the importance of respecting privacy, safeguarding data and enabling trust – by signing up as a Data Privacy Day 2020 Champion. As a Champion, **Meadows Bank** recognizes and supports the principle that all organizations share the responsibility of being conscientious stewards of personal information.

Data Privacy Day is part of a greater campaign that promotes awareness of the importance of privacy, highlights easy ways to protect personal information and reminds organizations that privacy is good for business. This year, we are encouraging everyone to “Own Your Privacy” by learning more about how to help protect the valuable data that is online. One simple thing you can do is to update your privacy settings by using a helpful tool created by the National Cyber Security Alliance (NCSA).

**Meadows Bank** joins the growing global effort among nonprofits, academic institutions, corporations, government entities, municipalities and individuals to raise awareness at home, at work and school and in their communities. Through collaboration and unified, consistent messaging about privacy and protecting personal information, all Data Privacy Day Champions are working toward the common goal of improving individual and business consciousness toward respecting privacy, safeguarding data and enabling trust.

### “Protecting our customer’s private data is a top priority for Meadows Bank”

Meadows Bank wishes to thank each of our customers who entrust their valuable data to us. We take our guardianship responsibility as protectors of your data seriously. To that end, we sponsor ongoing employee education and customer awareness to contribute towards a culture of respecting privacy, stringently safeguarding data and enabling trust. Further, we view data privacy as top priority and invest necessary resources in people, processes and technology to continually strengthen our cybersecurity posture.

In North America, the Data Privacy Day initiative is officially led by the NCSA, a nonprofit, public-private partnership dedicated to promoting a safer, more secure and more trusted internet. For more information about getting involved in Data Privacy Day and becoming a Champion, visit [staysafeonline.org/data-privacy-day/become-dpd-champion](https://staysafeonline.org/data-privacy-day/become-dpd-champion). You can also follow NCSA on Facebook and Twitter for updates and resources and use the official hashtag #PrivacyAware to join the conversation.

Data Privacy Day began in the United States and Canada in January 2008 as an extension of the Data Protection Day celebration in Europe. Data Protection Day commemorates the Jan. 28, 1981, signing of Convention 108, the first legally binding international treaty dealing with privacy and data protection. NCSA, the nation’s leading nonprofit, public-private partnership promoting cybersecurity and privacy education and awareness, leads the effort in North America. The Data Privacy Day initiative is made possible by generous support from our sponsors and is advised by a distinguished advisory committee of privacy professionals. For more information, visit [staysafeonline.org/data-privacy-day/about](https://staysafeonline.org/data-privacy-day/about).

## Save time by managing your money on the go.

Why is online/mobile banking so important today? With online/mobile banking, it's possible to check your balance and make transactions happen anywhere. In this busy world, every time saving breakthrough is a reason to jump for joy.

Not long ago the cutting edge of internet banking services was logging into a hard to maneuver website and viewing your account balances – usually updated just once daily. How internet banking services have grown. Amazing levels of security and interactive abilities have been developed. Now, internet banking services are no longer a curiosity, they are a must-have.

One of the key benefits of using mobile banking is the flexibility of accessing your account anywhere. It takes minutes to log in, review to see which checks have cleared and to make sure your account is balanced. You don't have to be at home in front of your computer with a bunch of paperwork surrounding you. Do it in your downtime, no matter where or when.

Another key advantage is the ability to make a transaction happen right away. Let's say you need to pay a bill but forgot to transfer funds into your account. You don't need to go to the bank or an ATM to do either the transfer or the bill payment. You can do it online and in minutes. It's that easy to manage.

You can also easily set up reoccurring payments. Or, deposit money into your checking account or pay your coworker for your half of lunch.

- Real Time Account Access
- Real Time Transfers
- Mobile Deposits
- Bill Pay
- Email Payments
- Pay a person
- QuickBooks/Quicken compatibility

Make managing money easy to do. So..... log into your online account, set up automatic bill payment, and take a nice long lunch. You know you have the money, and you deserve it!



