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## Ones to Watch 2019: Kevin Teller, Cambridge Savings Bank

May 31, 2019 - Spotlights

Kevin Teller

First Vice President, CRE Loan Officer

Cambridge Savings Bank

Year you entered your current field? 2010

Who or what do you attribute to your success? My parents provided a great amount of consistency and support throughout my childhood. They always encouraged me to work hard, while trying new activities and exploring new ideas. Both of my parents led by example, getting up each day and going to work, while still always finding time to be present both physically and emotionally. Consistency, as they displayed, is a trait that I try to embody, and when employed, is very well received.

What advice can you offer to someone who is interested in a career in your industry? Network with an attitude of genuine engagement – not with the mindset of “What can I get from this person?” When meeting new people, engage in thoughtful conversation and show genuine interest in what they have to say. This approach results in forming deeper, more meaningful and lasting relationships. I have learned that you never know where new business will come from, but relationships come from listening, keeping an open mind, and showing genuine interest in others.

Who are some leaders that you admire and why? Yvon Chouinard (founder of Patagonia) is a shining example that a company can create a great product or service, while really prioritizing its employee base. Patagonia has been at the forefront of employee engagement tools, offering expanded maternity and paternity care, on-site daycare, access to outdoor activities, etc. In addition to offering these services, the company stresses that their employees make full use of them, resulting in a more engaged workforce. Mr. Chouinard created a culture that has out-lived his tenure at the company and has proven that a successful company can be run with a focus on employee engagement and wellness.

If you have a mentor, who is it and how have they influenced your personal & professional growth? I have worked directly with Michael Lindgren, executive vice president, chief lending officer, for the

past 9 years. Michael has been extremely generous with his knowledge of commercial real estate and is a consistent mentor— always pushing me to accomplish more. Michael has taught me, both directly and by way of example, how to embody CSB's "Always you." philosophy of "treating every customer like they're our only customer", when interacting with clients, vendors, colleagues, and even in aspects of my daily life. In particular, Michael's encouragement to take on additional responsibilities and truly "own" everything I am working on, has helped me to learn, grow, and continue to advance my career.

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