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2024 Ones to Watch - Industry Leaders: Matthew Lauro, MountainOne Bank

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Matthew Lauro
SVP, Commercial Team Leader

MountainOne Bank

Three skills that you use every day in your position:

Relationship management, financial analysis, and time management.

Best book, podcast, or app for aspiring leaders:

Reminiscences of a Stock Operator by Edwin Lefevre – It's a classic book on risk management and experience. The book demonstrates how experience and being calm-collective can help you work through complex and crisis scenarios. The Best and Brightest by David Halberstam, shows how an external focus and ambition can lead to flawed decision making and policy.

Best advice for new leaders in 10 words or less:

Seek mentorship, be yourself and make decisions you can live with.

What recent project, transaction or accomplishment are you most proud of?

Proud of the recent development of Brushwood Farm in Western Massachusetts. It's a 13 building, 65-unit affordable housing project. MountainOne partnered with the project's developer, Pennrose. It's one of the first of its kind in Western Massachusetts and will deliver much-needed affordable housing options, local jobs and quality of life.

What makes this nominee an Industry Leader?

"We selected Matt Lauro and Mountain One as our banking partner based on Matt's reputation as an innovative, customer-centric leader who would help us grow in an evolving financial landscape. Together we are preparing for one of the biggest opportunities in our company's history. We couldn't be in better hands." - Perri Petricca, CEO, Petricca Industries.

What was one of your biggest challenges as a leader and how did you overcome it?

My biggest challenge has been not being able to control every process, every loan and every uncertainty. I believe there's an evolutionary process for every manager and leader. Through time, hiring process and culture building you begin to realize that you're building not just the next transaction but a process that will allow you to be more efficient, make better educated decisions and create a better experience for customers.

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