



Nate's Career Path

Nate Olson // VP of Sales and Service



"Work hard, be very good at what you do, take on a leadership role in your department even without formal designation, and be willing to take on more responsibility without being asked. Doing the little things will get you a long way, people will recognize those that are always willing."

NATE'S CAREER PATH TIMELINE

● Yellow indicates promotions. ● Black indicates position applied for, but did not get.

I was fresh out of college and had another job lined up that fell through at the last minute. I looked in the local classified ads in the paper and applied at Mid Minnesota.

I applied for this position very shortly after I started and I knew that there were more experienced staff that were in the running. My main objective for applying was to show my branch manager that I had a goal of moving up and would work hard to do what was necessary to do that.

Originally my career aspirations had nothing to do with banking. I always felt I would get involved with the sports world in sales or management for a team. That is what the job I had the offer for was, and I assumed that would be my path.

As I got more experience in the industry, I started to feel that I wanted to make this a career. I was fortunate to have the opportunity to learn lending and other tasks while in the role of MSS. It was an amazing learning opportunity for me to be an MSS, even though time spent in that role was short.

February 2003 **300** Pay Grade
Teller Services Specialist

2003 **500** Pay Grade
Member Service Specialist

February 2004 **350** Pay Grade
Vault Teller

April 2004 **500** Pay Grade
Member Service Specialist

November 2004 **700** Pay Grade
Teller Services Supervisor

This role really molded me into a better co-worker, manager, and person. I learned a lot that made me stronger as a person given that there was a lot of responsibility and turnover was inevitable. There are still numerous staff members that I was the hiring manager for that are highly successful and intricate parts of our organization.

2007 **1100** Pay Grade
Branch Manager

I was hesitant to apply for this position, because I had become very rooted in the Brainerd Community and wasn't sure that a move was what I really wanted. After discussing with a few mentors at the credit union, I decided that it was worth me taking the risk to apply. I was pretty devastated when I didn't get it, however, I learned some very valuable lessons from this experience. The main one being it was humbling to be denied of the promotion, and that I did some self reflection to use it as an opportunity to grow and develop into being a better manager and start pushing myself outside of my current limits as to what would be good resume builders for me in case an opportunity would come in the future.

August 2010 **1100** Pay Grade
Branch Manager

This role gave me an opportunity to prove my ability to coach and support staff, and be very closely involved with staff development and success. I also really enjoyed working with our members and I was thankful to continue to be a trusted and valued advisor for them.

April 2015 **1450** Pay Grade
Regional Manager

I'm thankful each day to work with such wonderful co-workers. Each time I get to visit locations I learn something about one of the staff and still get a chance to be a close resource for their career development. I love looking back on staff that were timid or self-conscious when they came to us, and over time gained confidence to be better employees and people.

December 2022 **1600** Pay Grade
VP of Sales and Service

I'm thrilled for the opportunity to further enhance my role at MMFCU. Continuing my focus on service and providing resources to help our members will remain my top priority. Also, I'm excited to be more hands on with our strategic initiatives while the credit union moves into a new era. I will remain passionate to help members strengthen their financial well-being.



Talk with your supervisor or Human Resources to set up a **career development plan** for you.



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