

MIKE HOLLOWAY



I am a proud lifetime member of APHA. Born and raised in Jackson, Mississippi. Along with my wife Colleen, and son Ryan, we have been breeding, showing, raising honor roll and world champion paint horses for over 30 years. Our home is part of a small breeding farm in Brandon, MS. We currently own a farm in Ooltewah, TN and recently sold our farm in Peculiar, MO. We like to think that some of the most recognizable horses in our industry were raised on our farm in Brandon. Names like Ima Gallant Jet, Ima Hugable Jet, Im Unbelievable, Jets Smokin Jose, Ima Gallant Titan, and the great dam, Hugable Dixon and many others. Last but certainly not least, Mckenzie's Gallant Jet. An injury, as a yearling, limited Mack to only breeding mares and even that was difficult at times. We currently own about 25 horses, which as you can imagine is mostly mares and young horses.

My wife, Colleen, is an equal partner and works daily doing horse chores. She claims to be in charge of the input and output. My son Ryan showed halter as a youth, but has since moved on to raising children, which he has three. Seeing Ryan show in an event that I loved, was extremely satisfying. I have had a lot of proud moments. One was earning the APHA AMATEUR HALTER HONOR ROLL AWARD, with Ima Gallant Jet. Being number one in the nation back then meant the yearlings showed in the two year olds. Finally, my most proud moment, one that surpasses all my expectations happened this year with Ima Gallant Jet being inducted to the APHA Hall OF Fame this year.

I currently serve on several committees for APHA; Breed Integrity, Audit and Finance, APHA Foundation and was a member of the governance committee. I have also served on the long range committee. Served as vice chair of the EC nominating committee a few years back and was Chair of the committee until resigning to pursue the position on the BOD. In my home state of Mississippi, I served as youth

director and later served as president of the Mississippi Paint Horse club during 1992, 1993, and 1994. I was voted outstanding director in 1992. I am currently an elected Stated Director. During my time of service, the Dixie Nationals was a top 5 show in the nation and our fall futurity was one of the largest around.

May 1st 2018, I retired with 45 years of service with a large regional bank. There I gained vast technical and financial knowledge in an ever changing industry. During my tenure, the bank navigated through six large mergers and many small ones. The largest was 140 billion dollars in assets. I was chosen as an Elite Leader during those six mergers and was tasked to standardize and consolidate operation centers located all over the southeast. I personally managed the Miami FL, Baton Rouge LA, Jackson MS, and Tyler TX locations all while working out of Jackson MS. These intense times made me stronger. Working 100 hour weeks for months at the time was the price I was willing to pay for the success of my employer. I thrived on change, new challenges, uncovering new ideas and fine tuning them till they changed the industry. Changing came easy for me, but convincing the status quo that changes were required to secure our future had to happen. I have done that.

I see no difference between APHA and the banking industry. Change has come and gone and will continue to come and go. Retirement was a change for me. Every day, every hour, prior to May 2018, was strategically played out in my mind. How was I going to make the bank and my team better and how was that going to benefit our customers? Much like a trainer, I coached my team over and over using tools provided by the bank. Practice, talent, and desire can get you closer to your goal. Over the last few years, many members and past presidents have asked me to consider running for the Board of Directors. One phrase often used was "APHA needs your skill set". I listened to what they all had to say and I listened to my own instinct, and like a wise husband I consulted my wife. Validation of the right thing to do was confirmed when Colleen said "APHA needs you". It is time for me to accept this challenge and hopefully after the process is complete, you will agree with my decision. I am prepared and committed to doing my very best. My contribution will be with integrity and I will always do what is right for APHA.

PROFESSIONAL EXPERIENCE

1972 – 2018 Regions Bank

Order of mergers;

First Federal Savings and Loan

Unifirst Savings Bank

Magnolia Federal

Union Planters (One of a handful that were Elite Team Leads for merger that reported to board of directors and leader of project to build 60K sq. ft. facility)

Regions Bank (Major input on location, hardware and staffing for regional centers)

Regions/AmSouth (140 billion in assets, top 10 bank in country at time of merger, 30k associates, 2k branches, leader of 8.5 million dollar project to renovate 65K sq. ft. facility)

1972 -1998 Vice President Operations Manager for Data Center servicing 40 financial institutions.

1998 – 2012 Vice President Regional Center Manager

Center locations;

Jackson MS

Tyler TX

Miami FL

Baton Rouge LA

2012 – 2018 Vice President Area Consumer Banking Manager

EDUCATION

Computer Science degree

ADDITIONAL PROFESSIONAL ACTIVITIES

“Exceptional Leadership Practices for Managers” 2003 Memphis, TN
Developed by Harvard University, administered by Haygroup

Unisys User Group – Mainframe, Check Processing, Networking

Head Deacon and Elder of Church

Layman’s Board for State of Mississippi

Leadership Rankin - Rankin County Chamber of Commerce – Certificate
of Graduation

IVCJ Chairperson – (INTERNATIONAL VISITOR CENTER OF
JACKSON) Jackson State University

Jackson State University – Colin Powell Award

Life Time Member – APHA

Life Time Member – AQHA

Life Time Member - NRA

DON CLIFTON – Strength Finders Father of Strengths Psychology and Inventor of CliftonStrengths

Mike Holloway

SURVEY COMPLETION DATE: 10-10-2014

Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families. A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes. Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five." Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

1

Achiever

Your Achiever theme helps explain your drive. Achiever describes a constant need for achievement. You feel as if every day starts at zero. By the end of the day you must achieve something tangible in order to feel good about yourself. And by "every day" you mean every single day—workdays, weekends, vacations. No matter how much you may feel you deserve a day of rest, if the day passes without some form of achievement, no matter how small, you will feel dissatisfied. You have an internal fire burning inside you. It pushes you to do more, to achieve more. After each accomplishment is reached, the fire dwindles for a moment, but very soon it rekindles itself, forcing you toward the next accomplishment. Your relentless need for achievement might not be logical. It might not even be focused. But it will always be with you. As an Achiever you must learn to live with this whisper of discontent. It does have its benefits. It brings you the energy you need to work long hours without burning out. It is the jolt you can always count on to get you started on new tasks, new challenges. It is the power supply that causes you to set the pace and define the levels of productivity for your work group. It is the theme that keeps you moving.

2

Arranger

You are a conductor. When faced with a complex situation involving many factors, you enjoy managing all of the variables, aligning and realigning them until you are sure you have arranged them in the most productive configuration possible. In your mind there is nothing special about what you are doing. You are simply trying to figure out the best way to get things done. But others, lacking this theme, will be in awe of your ability. “How can you keep so many things in your head at once?” they will ask. “How can you stay so flexible, so willing to shelve well-laid plans in favor of some brand-new configuration that has just occurred to you?” But you cannot imagine behaving in any other way. You are a shining example of effective flexibility, whether you are changing travel schedules at the last minute because a better fare has popped up or mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, you are always looking for the perfect configuration. Of course, you are at your best in dynamic situations. Confronted with the unexpected, some complain that plans devised with such care cannot be changed, while others take refuge in the existing rules or procedures. You don’t do either. Instead, you jump into the confusion, devising new options, hunting for new paths of least resistance, and figuring out new partnerships—because, after all, there might just be a better way.

3

Strategic

The Strategic theme enables you to sort through the clutter and find the best route. It is not a skill that can be taught. It is a distinct way of thinking, a special perspective on the world at large. This perspective allows you to see patterns where others simply see complexity. Mindful of these patterns, you play out alternative scenarios, always asking, “What if this happened? Okay, well what if this happened?” This recurring question helps you see around the next corner. There you can evaluate accurately the potential obstacles. Guided by where you see each path leading, you start to make selections. You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion. You cull and make selections until you arrive at the chosen path—your strategy. Armed with your strategy, you strike forward. This is your Strategic theme at work: “What if?” Select. Strike.

4

Includer

“Stretch the circle wider.” This is the philosophy around which you orient your life. You want to include people and make them feel part of the group. In direct contrast to those who are drawn only to exclusive groups, you actively avoid those groups that exclude others. You want to expand the group so that as many people as possible can benefit from its support. You hate the sight of someone on the outside looking in. You want to draw them in so that they can feel the warmth of the group. You are an instinctively accepting person. Regardless of race or sex or nationality or personality or faith, you cast few judgments. Judgments can hurt a person’s feelings. Why do that if you don’t have to? Your accepting nature does not necessarily rest on a belief that each of us is different and that one should respect these differences. Rather, it rests on your conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included. It is the least we all deserve.

5

Activator

“When can we start?” This is a recurring question in your life. You are impatient for action. You may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down you know that only action is real. Only action can make things happen. Only action leads to performance. Once a decision is made, you cannot not act. Others may worry that “there are still some things we don’t know,” but this doesn’t seem to slow you. If the decision has been made to go across town, you know that the fastest way to get there is to go stoplight to stoplight. You are not going to sit around waiting until all the lights have turned green. Besides, in your view, action and thinking are not opposites. In fact, guided by your Activator theme, you believe that action is the best device for learning. You make a decision, you take action, you look at the result, and you learn. This learning informs your next action and your next. How can you grow if you have nothing to react to? Well, you believe you can’t. You must put yourself out there. You must take the next step. It is the only way to keep your thinking fresh and informed. The bottom line is this: You know you will be judged not by what you say, not by what you think, but by what you get done. This does not frighten you. It pleases you.