

# Barbarians at the Gate: Are Your Competitors Poaching Your Best Talent?

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**Chris Bottcher** (Birmingham) published “Barbarians at the Gate: Are Your Competitors Poaching Your Best Talent?” in the Alabama Bankers Association Board Briefs.

Alabama’s banking market remains dynamic and fluid. Competition for top talent is fierce, and proven performers are bombarded with attractive offers from competitors. Any bank that has developed a team of lenders that consistently generates new and recurring revenue knows how difficult retention can be. Chris’ article discusses strategies for discouraging competitors from poaching talent, discouraging employees from defecting, and incentivizing employees to invest in your organization for the long term.

[Read the full article here.](#)

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