VIDEO TRANSCRIPT - Career Crossroads: Yadira Medina

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**What has been your focus in driving your career growth?​​​**

-The most important thing about how I facilitated my growth is really working with partners and not being afraid to work with partners from across all different areas of the bank.

So at any point in time in my career, if I was in retail or if I was in business banking,

I always worked with other partners from across the bank.

Also, very importantly, I think, is putting myself out there in the community, not only as a banker, but an active member of the community and letting people know what I do for a living as well.

So I've worked with nonprofits, numerous nonprofits, and I've led an income of seminars to teach low income individuals how to better their credit or how to be prepared to buy their first home and always represented the bank I work for.

And then also just always being able to be open to reaching out and asking for advice from other different areas of the bank to help myself understand the other roles that are available in the bank.

**Is there anyone in particular who has really supported you in your career?​​**

I actually have two.

I have one outside the bank, and have one inside the bank.

My first one would be my little sister.

She's actually an attorney for another bank, but she's always been my number one cheerleader.

At any point in time, whenever I had a challenge or I wanted to -- I had any type of questions of what my capabilities were of trying to take on a new objective or a project.

She was my number one saying, go get it.

You can do it.

I believe in you.

You know, in her eyes, I can move a mountain.

And that's always been really helpful to encourage me to move on and take opportunities that are out there.

And then the second one would actually be inside the bank, and he's actually the commercial department manager in San Antonio.

His name is Paul Ponzica, and he actually was my manager whenever I moved from being a branch manager over to being a business banker.

Not only was he a great leader and a great manager to me while he was my manager, but then he moved on to other roles but still kept in contact with me.

And any time that I had a question about a career opportunity or anything like that, he as well was my number one cheerleader and was always pushing me to take on those new opportunities.

When this opportunity for me to become a private banker came about, he was the first one that I called and he was the first one to say you have to go get it.

You deserve it.

You've been working really hard and you've always wanted this.

So that's always really, really been helpful.

Those two would be my top mentors.

**What was your transition like from BBVA USA to PNC?​​**

-Well, at first, to be honest, was very scary with all the different changes that were happening, that happened all at once, and the fact that we were not completely prepared for all the different systems, system issues that were going to happen and the client's reaction to the fact that they couldn't see their accounts.

It was really, really scary.

But at the same time, it was a very bonding, if you want to call it, bonding experience, because as a team, we all pulled together and we helped each other go through that situation as the transition happened.

Not only the immediate teams of BBVA bankers here, private bankers that are here in San Antonio, but then we started growing and seeing how much support we were getting from my boss now, Beth Hallowell, Kristen Byrd.

But PNC really, really started allowing us to see how much support they would be able to send us.

One of my biggest successes through this whole period or the transition period was actually connecting with my peer partner, my peer partner, which is John Riccetti in Pennsylvania.

He is amazing.

He is still my backbone.

He is still my go-to person, and PNC allowed him to come down here and help us.

And so the transition was hard at first, but at the same time, it allowed us to see that we do have support and PNC is not afraid to give us the support.

**What's your best career advice?​**

-Don't be afraid.

I think that's the biggest setback to all of us.

Sometimes, you know, we see a position out there.

We second guess ourselves.

Just go and get it, apply for it.

Don't second guess yourself, and be willing to work hard for what you're doing.

So the first one would be go get it, but at the second time is don't stop working.

Don't hesitate to keep on working and keep your work ethics at the highest level and be open and be positive and always be willing to work with the people around you.​