

Independence *Spotlight*

Mayflower Advisors builds a team of skilled and multi-generational advisors



Steven Dimitriou, Managing Partner; Larry Glazer, Managing Partner; Lloyd Glazer, Managing Partner; Philip Stathos, Partner – Mayflower Advisors, LLC, Boston, MA

“The key to creating a culture of accountability and teamwork among team members is to identify each person’s unique skills and play on those strengths,” says Larry Glazer, a Managing Partner of Mayflower Advisors.

Mayflower Advisors’ other partners, Steve Dimitriou, Philip Stathos, and Lloyd Glazer, Larry’s father, believe getting to know their 27 team members as individuals has helped them grow their firm to three times the size it was before joining Wells Fargo Advisors Financial Network (FiNet). **“FiNet’s open architecture was really appealing. It has given us the flexibility and freedom to reinvest in our practice and provide our team with the resources they need to better serve our clients,”** continues Larry. “We ask what our team needs instead of telling them.”

Independence allowed Larry and his business partners to identify the values of their firm and make business decisions that reflect the relationship they want to have with their team. Bringing on experienced and knowledgeable advisors has created a network of thought leaders within the firm and fostered a culture of teamwork, where all team members are encouraged to leverage the skillset of their coworkers.

A weekly team meeting gives all team members a chance to discuss industry best practices, share thoughts about compliance changes, and develop better ways to serve their clients. Mayflower Advisors is made up of a diverse team that provides a variety of unique perspectives to any challenge that might arise. The practice’s approach to culture and growth development has been successful in maintaining high team member retention and a low turnover rate. “Just as we plan for our clients, we have to plan to grow sustainability and practice scaling our business in a way that will encourage our associates to think like business owners,” said Larry.

In order to serve both clients and clients’ children effectively, Mayflower has begun hiring the next generation of advisors. “Hiring younger advisors allows us to connect with younger clients who may have similar communication styles and financial goals,” says Larry. Mayflower’s culture emphasizes the importance of financial literacy for both its corporate and individual clients. “We’re mentoring a younger generation of advisors who will one day be taking over our book of business and serve our clients’ children. These advisors help educate our next generation of clients in a way they can understand,” says Larry. “Financial literacy is important. We like to call it ‘bridging the gap’.”

Mayflower celebrated its tenth anniversary in 2015 and looks forward to continuing to build a thriving business with the support and resources of FiNet. The freedom and flexibility of being independent has allowed the partners of Mayflower Advisors to focus on the firm’s values and its clients. **“Partnering with FiNet has freed up time for us to focus primarily on the needs of our clients and our business,”** says Larry. “It’s allowed us to tap into the global resources of one of the nation’s largest financial institutions. It streamlines where we spend our time and it allows us to be solely committed to our clients and our business.”

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