ABOUT

THE INDIANA BANKERS ASSOCIATION
supports Indiana banking through issues analysis, professional education, and products and services that enhance financial institutions’ ability to help build better communities.

WEBSITE
INDIANABANKERS.ORG

QUESTIONS?
LAURIE REES
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FACULTY LEADERS

JACKSON HATAWAY, PH.D.
Jackson Hataway is the SVP of Marketing, Communications and Member Services at Missouri Bankers Association. Jackson holds a doctorate in organizational communication from the University of Alabama. He specializes in internal and external communication, organizational development and strategic planning. Jackson has a unique ability to couple real-world practicality with new theories of corporate growth and change.

STEVE AHLBERG, USN, MBA
Captain Steve Ahlberg’s (Retired) core value system took shape during his career as a US Navy SEAL, SEAL Team leader, and Deputy Commander of the Navy SEAL community. He understands the reality of facing long odds and the ability to create and lead teams to defeat them. Steve works with organizations of all types to develop leaders and teams that can make a difference.

JULI LYNCH, PH.D.
Juli Lynch is the founder of Turning Pointe Consulting. Juli embraces a passion for working with organizations to develop leaders, teams and cultures that are dynamic, risk-taking and fully engaged in strategic initiatives. Juli has a doctorate in human and organizational development, which has given her the disciplined foundation of understanding organizations and the humans that they are made of.

Additional guest faculty will join throughout the program.

EMERGING LEADERS
A Digital Program
The Emerging Leaders Digital Program is designed for key staff in your bank who are emerging as potential leaders. It is
designed to deliver essential management skills from accomplished leaders that will enable the emerging leader to more
rapidly develop. Participants will engage in 1½ hour video conference calls covering specific management topics once a month
for 6 months. If you are unable to attend the scheduled video conference in a given month, a recording of the session will be
made available to you. All sessions will start at 3:00 p.m. (Eastern Standard Time).

Homework assignments taking approximately 1 hour to complete will be assigned following each session. Each participant
will receive a ½ hour one-on-one coaching call in between sessions focused on that assignment and lessons learned.
Participants will gain experience with management/leadership competencies without ever being out-of-office. At the
conclusion of the program, participants will have leadership plans in place preparing them to take the next leadership steps at
their banks.

APRIL 21, 2020
MANAGING & PERFORMANCE
Recognize the critical competencies that drive high
performance, and develop the ability to take
ownership over your own leadership development
journey.
- Identify foundational competencies for success
- Understand how to build and establish strong team
visions and goals to drive performance
- Develop personal leadership development plan

JUNE 23, 2020
COMMUNICATION & CONFLICT
Learn to inspire and lead better interpersonal and
departmental communication so that conflict
transforms into a culture of feedback, innovation and
productivity.
- Recognize key differences in interpersonal
communication styles
- Understand how to communicate through conflict
with an objective-oriented perspective
- Know how to build teams and departments with
positive, performance-driven communication cultures

MAY 27, 2020
INFLUENCE & RELATIONSHIP
BUILDING
Realize your influence ‘currency’ and develop
strategies to cultivate relationships that drive
positive performance outcomes from direct
reports, peers and teams.
- Identify and optimize key relationship development
opportunities
- Understand the connection between relationships
and influence
- Build a personal influence plan aimed at improving
your career and your bank

JULY 14, 2020
TIME MANAGEMENT
Understand the fundamental causes of time
management constraints and learn tools to solve task
satisfaction, including delegation and empowerment
of those you work with.
- Analyze your level of task satisfaction
- Learn specific delegation/empowerment strategies
- Identify key personal goals to orient time
management

AUGUST 24, 2020
COACHING 101: PERFORMANCE
& GROWTH
Learn to utilize best practices for one-on-one, in-the-
moment coaching that engage employees in their
own growth and development while enabling better
performance outcomes for teams and institutions.
- Recognize the difference between coaching for
attitude and coaching for behavior
- Know how to develop employee coaching
frameworks to guide in-the-moment coaching
- Learn to leverage communication strategies that
drive positive coaching experiences

SEPTEMBER 16, 2020
COACHING, PERFORMANCE
REVIEWS & LEADERSHIP PLAN
Learn to apply a coaching style and methodology that
maximizes employee development and revolutionizes
the standard performance review.
- Develop and apply a strengths-based approach to
performance coaching and reviews
- Understand how to identify employee potential and
maximize investments in employee development
- Develop an employee performance management plan