



# NEW GROWTH OPPORTUNITIES THROUGH SUPERIOR LEADERSHIP SKILLS

Application  
deadline is  
February 12, 2021.

**IT'S SIMPLE, BUT IT ISN'T EASY**  
MARCH 16-18, 2021

**LIMITATIONS ARE SELF-IMPOSED**  
AUGUST 24-26, 2021

**DO SOMETHING THAT SCARES YOU**  
MAY 11-13, 2021

**WHO DARES WINS**  
OCTOBER 12-14, 2021





# NEW GROWTH OPPORTUNITIES

## THE IBA LEADERSHIP DEVELOPMENT PROGRAM

### A ONE-OF-A-KIND LEARNING EXPERIENCE

A world-class faculty teamed with the Indiana Bankers Association to tailor a program that will have an immediate, positive impact on attendees and the banks that sponsor them. This series of four sessions, spaced over a eight-month period, is intense and demanding. It is designed for future bank leaders who are motivated and eager to reach full potential. An ambition to excel is a requisite for this series, as is the desire to face and learn from challenges.

### The ideal candidate for this program should have:

- The courage to overcome personal weaknesses;
- A competitive attitude that allows for productive teamwork; and
- A collaborative spirit that centers on problem-solving, with input from all levels of the bank.

*"Leadership requires courage and the willingness to take risk and if you are willing to get out of your comfort zone this is a program designed for you. I would encourage anyone who wants to be the one to watch within their organization to jump on board and take the leadership development program."*

— Annette M. Russell  
Security Federal Savings Bank, Logansport

*"I highly recommend this program for anyone who wants to be a better person, a better professional and a better leader."*

— Gary D. Shearer  
Old National Bank, Fort Wayne

*"I wasn't expecting a group of total strangers to leave a lasting impact on my life and career. I showed up at LDP with a bag of clothes, paper, pen and I left with patience, humility, structure, vision; I left a new person."*

— Nolan E. Taylor  
First Savings Bank, Clarksville

*"It's funny that it's called a program. I don't consider it a program, I don't consider it a class. It's more of an experience. LDP showed me things I didn't know I could do. It showed me that you can be pushed out of the area of limitations you've set for yourself."*

— Lori Porter  
Our Community Bank, Spencer

*"The program dives deeper than just becoming a better banker. It made me a better person."*

— Gavin Fisher  
Community First Bank of Indiana, Kokomo



### LEADERSHIP COMPETENCY PROFILE

Participants will participate in pre- and post- program surveys designed to provide detailed analysis of their growth and development as leaders based on specific key performance indicators. Roughly two weeks prior to session one, participants will take part in a pre-program survey that will evaluate their Leadership Competency Profile. Results from that survey will be used by faculty to establish performance measurement goals for each participant. Upon conclusion of the program, participants will retake the initial survey to generate comparative data for discussion with their executive sponsors and to establish a new Leadership Competency Profile.

### LEARNING OUTCOMES

AT THE CONCLUSION OF THIS PROGRAM, ATTENDEES WILL HAVE THE SKILLS TO:

- Apply core concepts of leadership and management
- Think, plan and successfully execute bank initiatives
- Contribute to the future of banking with innovative, forward thinking
- Articulate and advocate persuasively for the bank and industry
- Deliver compelling business presentations
- Build and lead high-performance teams
- Make courageous decisions crucial to the bank's success
- Motivate themselves and others to help the bank thrive
- Developing organizational cultures that sustain success

# FACULTY LEADERS

## THE IBA LEADERSHIP DEVELOPMENT PROGRAM

A unique and valuable element of LDP is that the three faculty members co-facilitate each of the four sessions. This enables participants to continually build on skills and competencies developed from session to session and for comprehensive perspectives to be shared on critical topics in leadership and banking.



### **Juli Lynch, Ph.D.**

Juli Lynch 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. Her master's degree in motivational psychology further enhances her ability to work with the issues and challenges that keep leaders, managers and staff from reaching their potential. She is also an executive coach – enjoying the opportunity to work with professionals one-on-one to guide them toward their purpose and passions.

Juli has over 20 years of experience with a long list of organizations, from Fortune 500 to nonprofits to small family-run companies. Much of her work is focused on the financial service industry, giving her a keen insight into the unique challenges faced by frontline staff, management and officers. She is a nationally recognized endurance athlete, once racing with a team of Navy SEALs in grueling multi-sport, ultradistance races.



### **Jackson Hataway, Ph.D.**

Jackson holds a doctorate in organizational communication from the University of Alabama. He specializes in internal and external communication, organizational development, team building and strategic planning. He has a unique ability to couple real-world practicality with new theories of corporate growth and change. Through his work facilitating strategic planning sessions and conducting leadership and team-building seminars, Jackson has learned to identify the resources that are often forgotten or ignored by organizations – and to hone those resources so that they become invaluable.

Jackson's expertise in communication theory and strategy has led him to work regularly with executives at leading digital technology companies such as Microsoft and Adobe to develop internally and externally facing communication platforms. At the same time, he works with some of the fastest-growing financial institutions in the US to drive cutting-edge strategy and innovation that impacts that bottom line. All of these engagements enable him to bring a wealth of best practices and insights to clients across the country.



### **Captain Steve Ahlberg, MBA US Navy SEAL, Retired**

Steve Ahlberg understands the reality of facing long odds and devising methods for managing them. That's one thing a career spent in the U.S. Navy has empowered Steve to do: think thoroughly and strategically. In large part, Steve's core value system took shape during his career as a SEAL, SEAL team leader and deputy commander of the Navy SEAL community. The SEALs are arguably the most versatile of the military special operations' groups. It is their job to handle the world's most demanding missions with precision. Steve remains unquenchingly popular because of his ability to wind stories of his military exploits around effective methods of business communication, team leadership and executive training.

**Application deadline is February 14, 2020.**



### **IT'S SIMPLE, BUT IT ISN'T EASY**

#### **SESSION 1 – MARCH 16-18, 2021**

Management of people and leadership of organizations are based upon core concepts. The concepts are simple; implementation is not. Session 1 covers:

- The challenge of managing and leading;
- Dealing with the stress of leadership;
- How errors in communication destroy relationships;
- Building presentation skills;
- Building relationship skills.

### **DO SOMETHING THAT SCARES YOU**

#### **SESSION 2 – MAY 11-13, 2021**

Managers and leaders face difficult situations that require a courageous decision or action. This session unleashes the courage that lies within. Session 2 covers:

- Conflict management;
- Negotiating with the boss, a co-worker or customer;
- Mission planning;
- Building high-performance teams;
- Leading a team.

### **LIMITATIONS ARE SELF-IMPOSED**

#### **SESSION 3 – AUGUST 24-26, 2021**

Change, integral to business and life, can be high-stress and can shut down managers and leaders who are uncertain about their problem-solving and management skills. This session provides a heightened awareness of what to do and how to do it. Session 3 covers:

- Peer-to-peer problem-solving;
- Emotional intelligence;
- Crisis communication;
- Advanced presentation skills;
- Leading a team under pressure.

### **WHO DARES WINS**

#### **SESSION 4 – OCTOBER 12-14, 2021**

The final session focuses on a thorough assessment of the leadership knowledge, skills and experience gained during the year-long leadership development program. In addition, the imperative of "daring" to meet the challenges facing bank leaders of the future will be emphasized, along with the understanding that the "win" of becoming a strong leader is beneficial to their banks, their communities and their lives. Session 4 covers:

- Leadership in a digital era;
- Optimal recruiting and hiring strategy;
- Organizational culture to drive business results;
- Leading multi-generational groups;
- High-performance teams.





## LOCATION

The 2021 IBA Leadership Development Program will be held at the Abe Martin Lodge, located in the picturesque hills of Indiana's largest state park, 16,000 acre Brown County State Park in Nashville, Indiana. Abe Martin Lodge is a stress-free setting that allows participants to relax without distraction. It is an environment that lends itself to problem-solving and innovative thinking, ideal for accomplishing the objectives of the Leadership Development Program.

## TUITION AND EDUCATIONAL DISCOUNTS

Tuition for the 2021 IBA Leadership Development Program includes four sessions, materials and all meals. Travel and accommodation costs are not included. Participants will be required to stay at the Abe Martin Lodge at the negotiated rate of \$149 per night.

Attendance at all four sessions is required for graduation. For the duration of this eight-month program, participants will receive a 50 percent discount off the registration fee of the MEGA Conference, FLD Conference and the Annual Convention.

### FLD 2 LDP Scholarship

Members of the IBA Future Leadership Division are eligible to apply for a \$1,500 Leadership Development Program scholarship.

### Washington Scholarship

One LDP participant will be selected to receive a scholarship to attend the IBA's Annual Washington Trip.

Both scholarship opportunities are sponsored by **SmithAmundsen LLC**.

## IMAGE USE POLICY

Registration in IBA events constitutes an agreement to the IBA's use and distribution of the attendee's image or voice. Details at: [indianabankers.org/policy](http://indianabankers.org/policy).



## THE IBA LEADERSHIP DEVELOPMENT PROGRAM

### APPLICATION / 2021 CLASS

Member Program Tuition: \$4,150.

For Statistical Purposes Only:

☐ MALE ☐ FEMALE BIRTH YEAR: \_\_\_\_\_

YEARS IN BANKING: \_\_\_\_\_

YEARS IN CURRENT POSITION: \_\_\_\_\_

#### Personal Information PLEASE PRINT OR TYPE

NAME

TITLE

BANK/INSTITUTION NAME

MAILING ADDRESS

CITY/STATE/ZIP

BUSINESS PHONE

BUSINESS CELL

FAX

EMAIL ADDRESS

BRIEF DESCRIPTION OF RESPONSIBILITIES

HOW MANY EMPLOYEES REPORT TO YOU? BANK ASSET SIZE NUMBER OF EMPLOYEES NUMBER OF BRANCHES

#### Employment History LIST EXPERIENCE RELATED TO BANKING INDUSTRY, OR ATTACH RESUME

Education Level CHECK HIGHEST LEVEL ACHIEVED

☐ HIGH SCHOOL ☐ SOME COLLEGE ☐ COLLEGE UNDERGRADUATE DEGREE ☐ GRADUATE DEGREE

☐ OTHER \_\_\_\_\_

LIST ALL BANKING SCHOOLS YOU HAVE ATTENDED

LIST ALL COMMUNITY PROGRAMS YOU ARE INVOLVED IN

WHAT DO YOU EXPECT TO GAIN FROM PARTICIPATING IN THE IBA LEADERSHIP DEVELOPMENT PROGRAM, AND HOW DO YOU ANTICIPATE USING WHAT YOU LEARN, BOTH IN YOUR PROFESSIONAL AND PERSONAL LIFE? (ATTACH ADDITIONAL PAGES IF NEEDED).

#### Payment

☐ Check enclosed (payable to IBA Foundation) ☐ Please invoice

☐ Please bill my ☐ MasterCard ☐ VISA

\$ \_\_\_\_\_  
Total Amount Enclosed

CREDIT CARD NUMBER

EXPIRATION DATE

CREDIT CARD BILLING ADDRESS

NAME ON CREDIT CARD

APPLICANT'S SIGNATURE

DATE

RECOMMENDING CEO/OFFICER SIGNATURE

TITLE



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#### Questions:

Laurie Rees, VP of Education & Training  
317-387-9380 (Office) 317-727-5750 (Cell)  
Email: [Lrees@indianabankers.org](mailto:Lrees@indianabankers.org)

This application form must be completed in full with signatures of applicant and recommending officer.  
Application must be received by February 14, 2020