



**INDIANA
BANKERS
ASSOCIATION**



NEW GROWTH OPPORTUNITIES THROUGH SUPERIOR LEADERSHIP SKILLS

IT'S SIMPLE, BUT IT ISN'T EASY
MARCH 18 - 20, 2024

DO SOMETHING THAT SCARES YOU
MAY 20-22, 2024

LIMITATIONS ARE SELF IMPOSED
AUGUST 19-21, 2024

WHO DARES WIN
OCTOBER 21-23, 2024



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.

IT'S SIMPLE, BUT IT ISN'T EASY

SESSION 1 – MARCH 18 - 20, 2024

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 20 - 22, 2024

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 19 - 21, 2024

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 21 - 23, 2024

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.



LEARNING OUTCOMES

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

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

Application deadline is January 19, 2024



**INDIANA
BANKERS
ASSOCIATION**

FACULTY LEADERS

THE IBA LEADERSHIP DEVELOPMENT PROGRAM

A unique and valuable element of LDP is that the four 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.

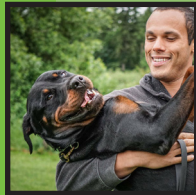


Juli Lynch, Ph.D.

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.



AJ Peper, Ph.D.

AJ previously served as the VP of Client Success at a digital marketing agency where was responsible for Business Development as well as leading engagements with large technology companies across strategy, sales enablement and executive coaching and keynote writing. Currently, AJ serves as the Founder and CEO of Command Sight, Inc., a company focused on Bridging Human and Animal Communication. In this role, AJ has raised private equity funds, secured multiple government contracts, and been awarded multiple patents for research efforts on

Command Sight's Canine Head Mounted Display. A.J. holds a Ph.D. in Educational Leadership from the University of Oregon.



Robert Monroe United States Navy (Retired)

Robert Monroe is the founder and director of Redfin Risk Mitigation, Inc., providing tailored personal security consultation and training to professionals, executives, and high-value individuals, such that they can protect themselves and their families from criminal and terrorist violence.

With over twenty-five years of experience in Naval Special Warfare as a US Navy Sea-Air-Land (SEAL) officer, Robert has served in a variety of operational positions to include; SEAL platoon commander, SEAL Team training officer, and Commander of the Navy Parachute Team – the 'Leap Frogs'. His last assignment prior to transitioning from the Navy was instituting a tiered system to gather SEAL battlefield requirements and resolve them with technological and SOF funding solutions.

A graduate of Defense Language School in Spanish, he holds a Business degree from Washington State University, and a Master of Arts degree in National Security and Strategic Studies from the Naval War College.



Captain David Thomas Pittelkow United States Navy (Retired)

Captain Pittelkow was born in Rochester, Minnesota and raised in Milwaukee, Wisconsin. He graduated from the University of Wisconsin-Milwaukee, was commissioned a Second Lieutenant in the United States Marine Corps in 1977.

Captain Pittelkow made an interservice transfer to the United States Navy in 1984 and was ordered to Basic Underwater Demolition/SEAL (BUD/S) training at Naval Amphibious Base-Coronado, CA where he graduated as Class Leader with

Class 130 (also known as: "The Last Hard Class").

In 2005, Captain Pittelkow reported to the U.S. Naval War College, serving as the Wm. J. Donovan Special Operations Forces Chair and Professor of Joint Military Operations until his retirement from active duty on 1 July 2007.

Captain Pittelkow moved with his family to rural Northeast Washington State and became a "Gentleman Farmer" (not making any money at it, but eating well...); a volunteer Firefighter; and a consultant to military and civilian entities. He also serves as Chairman of the Board of Cross the Divide, helping veterans and their families navigate the challenging terrain of life, promoting healing, hope, strength and growth in the venue of the "Great Outdoors".



"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 & Loan,
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



THE IBA LEADERSHIP DEVELOPMENT PROGRAM

For Statistical Purposes Only:
 MALE FEMALE BIRTH YEAR: _____
YEARS IN BANKING: _____
YEARS IN CURRENT POSITION: _____

APPLICATION / 2024 CLASS

Member Program Tuition: \$4,350.

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
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CREDIT CARD BILLING ADDRESS	NAME ON CREDIT CARD
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APPLICANT'S SIGNATURE	DATE
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RECOMMENDING CEO/OFFICER SIGNATURE	DATE
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 IBA Foundation
8425 Woodfield Crossing Blvd
Suite 155E • Indianapolis, IN 46240
Register online: indiana.bank

Questions:
Laurie Rees, VP of Education & Training
317-387-9380 (Office) 317-727-5750 (Cell)
Email: Lrees@indiana.bank

LOCATION

The 2024 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 2024 IBA Leadership Development Program is \$4,350, which 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 \$159 per night.

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

Confirmation / Cancellation

Due to the IBA's commitments, the price is inclusive of all four sessions. A full refund for the four session Leadership Development Program will be given for cancellations received no later than February 6, 2024. Any registrant who does not cancel before this date will be billed the full registration fee. Substitutions are welcome prior to the beginning of the first session at no additional charge.

FLD 2 LDP

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

Washington Scholarship

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

Both scholarship opportunities are sponsored by Amundsen Davis 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: indiana.bank/policy.



This application form must be completed in full with signatures of applicant and recommending officer.