



# NEW GROWTH OPPORTUNITIES THROUGH SUPERIOR LEADERSHIP SKILLS

Application  
deadline is  
January 20, 2023

**IT'S SIMPLE, BUT IT ISN'T EASY**  
FEBRUARY 28 - MARCH 2, 2023

**DO SOMETHING THAT SCARES YOU**  
MAY 23-25, 2023

**LIMITATIONS ARE SELF IMPOSED**  
AUGUST 22-24, 2023

**WHO DARES WIN**  
OCTOBER 17-19, 2023





# 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 & 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



## 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



# 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.



### **Don Mann**

#### ***US Navy SEAL, Retired***

Don Mann is a retired Navy SEAL (SEAL Team 1, 2 and 6), New York Times Best Selling Author, Adventure Athlete and a renowned motivational speaker and trainer. Don's decades of experience and passion have always been motivating and training others in setting and achieving far reaching goals in both personal and professional success.

### **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.

**Application deadline is January 20, 2023**



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

#### **SESSION 1 – FEBRUARY 28- MARCH 2, 2023**

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 23-25, 2023**

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 22-24, 2023**

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 17-19, 2023**

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.



# THE IBA LEADERSHIP DEVELOPMENT PROGRAM

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

## APPLICATION / 2023 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

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### Education Level CHECK HIGHEST LEVEL ACHIEVED

- HIGH SCHOOL  SOME COLLEGE  COLLEGE UNDERGRADUATE DEGREE  GRADUATE DEGREE  
 OTHER

LIST ALL BANKING SCHOOLS YOU HAVE ATTENDED

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LIST ALL COMMUNITY PROGRAMS YOU ARE INVOLVED IN

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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).

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### 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](http://indiana.bank)

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

## LOCATION

The 2023 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 2023 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, 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 7, 2023. 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 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: [indiana.bank/policy](http://indiana.bank/policy).



This application form must be completed in full with signatures of applicant and recommending officer.  
**Application must be received by January 20, 2023**