EMERGING LEADERS

INDIANA BANKERS ASSOCIATION

A Digital Program



Session 1: June 24

Session 2: July 21

Session 3: August 20

Session 4: September 22

Session 5: October 14

Session 6: November 18

SESSIONS

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. Participants will share a 1-2 minute report at the beginning of each meeting detailing how they have applied the takeaways from the prior meeting to their day-to-day activities in the bank 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.

TARGET AUDIENCE

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.

FACULTY

Juli Lynch, Ph.D., 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.

Jackson Hataway, Ph. D., Executive Vice President at the Missouri Banking 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. He has a unique ability to couple real-world practicality with new theories of corporate growth and change.

AGENDA

2:45 pm - Zoom Waiting Room Opens
3:00 pm - Program Begins
4:30 pm - Program Adjourns

TOPICS

June 24 MANAGMENT & 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

July 21 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

August 20 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

September 22 TIME MANAGEMENT

Understand the fundamental causes of time management constraints and learn tools to solve task saturation, including delegation and empowerment of those you work with.

- Analyze your level of task saturation
- Learn specific delegation/empowerment strategies
- Identify key personal goals to orient time management

October 14 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

November 18 CAPSTONE SESSION

Executive Presence and Branding: Learn what it means to build a 'brand' of leadership within the bank and how to be a truly successful leader without being the loudest."

- Understand and develop executive presence
- Identify personal leadership brand and style
- Develop a plan for long-term leadership growth

Emerging Leaders - A Digital Program

2026 CLASS APPLICATION

Program Tuition: $1,950 per attendee.

Only 20 attendees are admitted to the program. Admissions are first-come, first-served.

Dept. 29

Attendee Name_____ Email_____

Attendee Name_____ Email_____

Bank Name_____

Address_____

City, State, Zip_____

Phone_____

CREDIT CARD INFORMATION

☐ Please Send Invoice ☐ VISA ☐ MasterCard ☐ AmEx Total Amount Enclosed $_____

Cardholder Name_____

Credit Card Number_____ Expiration Date_____

CVV Code_____ Billing Zip_____

Please return registration form along with payment to:
Indiana Bankers Association, 8425 Woodfield Crossing Blvd. Suite 155E,
Indianapolis, IN 46240. You may also register online at indiana.bank.

Questions:
Molly Gibbs, AVP - Education & Training
Phone: 317-387-9380
Email: MGibbs@indiana.bank



Cancellation Policy:
Within seven or more business days prior to first program date, no cancellation charge will be assessed. Within three days prior, 50% of the fee is assessed. Refunds are not provided for cancellations the day before or absences on the day of the program.

Participation in IBA programs is limited to members, associate members and non-members from an eligible membership category at applicable member or non-member rates. 100% surcharge will be applied to non-members.

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