INDIANA BANKERS ASSOCIATION



NEW GROWTH OPPORTUNITIES THROUGH SUPERIOR LEADERSHIP SKILLS

Application Deadline February 23, 2026

IT'S SIMPLE, BUT IT ISN'T EASY
MARCH 16 - 18, 2026

LIMITATIONS ARE SELF IMPOSED
AUGUST 24 - 26, 2026

DO SOMETHING THAT SCARES YOU
MAY 4 - 6, 2026

WHO DARES WIN
OCTOBER 26 - 28, 2026

IBA Leadership DEVELOPMENT



IT'S SIMPLE, BUT IT ISN'T EASY

SESSION 1 – MARCH 16 - 18, 2026

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 4 - 6, 2026

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, 2026

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 WIN

SESSION 4 – OCTOBER 26 - 28, 2026

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.

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.







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 February 23, 2026

INDIANA BANKERS ASSOCIATION

KBA Kentucky Bankers Association

FACULTY LEADERS

THE IBA LEADERSHIP DEVELOPMENT PROGRAM

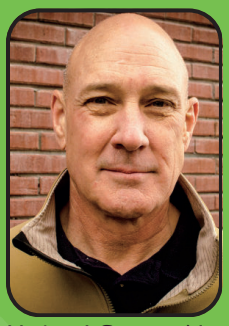
A unique and valuable element of LDP is that the two faculty members co-facilitate each of the four sessions. This enables participants to continually build on skills and competencies developed from session to session and for comprehensive perspectives to be shared on critical topics in leadership and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



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, 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".



"The Leadership Development Program isn't just a box to check – it's a transformative experience that reshapes how you think, lead, and show up for yourself and others, leaving a lasting impact."

– Brandi Dunn
The Farmers Bank, Frankfort

"The Leadership Development Program was fantastic. I would highly recommend it for any banker who is interested in growing both professionally and personally. By the end of the program your leadership skills will undoubtedly be improved, but more importantly you will also have gained a tight-knit group of colleagues from around the state you will be able to reach out to the rest of your career."

– Ryan Anderson
The Fountain Trust Company, Covington

"Leadership is often defined by action, not position. Take action now and join the LDP program. It is a life changing experience that will push your boundaries, form you into the best version of yourself, and leave a lasting impact on your personal life and career."

– Dalton Smith
North Salem State Bank, North Salem

"I came into this program looking for my next step as a leader. What I found was confidence, clarity, and growth in places I never expected. If you're a banker seeking what's next, this experience is for you!"

– Courtney Metcalf
Security Federal Savings Bank, Kokomo



LOCATION

The 2026 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 2026 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 on 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 March 2, 2026. 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.

Leadership DEVELOPMENT

THE IBA LEADERSHIP DEVELOPMENT PROGRAM

APPLICATION / 2026 CLASS

Member Program Tuition: $4,350

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/ST/ZIP _____

BUSINESS PHONE _____ BUSINESS CELL _____

FAX _____ EMAIL ADDRESS _____

BRIEF DESCRIPTIPTION OF RESPONSIBILITIES _____

HOW MANY EMPLOYEES REPORT TO YOU _____ BANK ASSET SIZE _____ # OF EMPLOYEES _____ # OF BRANCHES _____

Employment History

LIST EXPERIENCE RELATED BANKING INDUSTRY, OR ATTACH RESUME

Education Level

CHECK HIGHEST LEVEL ACHIEVED

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

LIST ALL THE 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

$ _____ TOTAL AMOUNT ENCLOSED

☐ Please bill my ☐ Mastercard ☐ Visa

CREDIT CARD NUMBER _____ EXPIRATION DATE _____

CREDIT CARD BILLING ADDRESS _____ NAME ON CREDIT CARD _____

APPLICANT'S SIGNATURE _____ DATE _____

RECOMMENDING CEO/OFFICER SIGNATURE _____ DATE _____

IBA Foundation
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Register Online: indiana.bank

Questions:
Laurie Rees, VP of Education & Training
317-387-9380 (office) 317-727-5750 (cell)
Email: LRees@indiana.bank

This application form must be completed in full with signatures of applicant and recommending officer.
Application must be received by February 23, 2026