

An intensive, eight-month program, guaranteed to motivate and accelerate
the development of leaders in the Indiana banking industry.

THE IBA LEADERSHIP DEVELOPMENT PROGRAM



DISCOVER THE LEADER WITHIN

IT'S SIMPLE, BUT IT ISN'T EASY
MARCH 5-8, 2012

DO SOMETHING THAT SCARES YOU
JUNE 20-22, 2012

LIMITATIONS ARE SELF-IMPOSED
AUGUST 29-31, 2012

MOVING FORWARD
OCTOBER 24-26, 2012



DISCOVER THE LEADER WITHIN

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 an 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.



AN ATTENDEE WILL GRADUATE KNOWING:

- Core concepts of leadership and management;
- Principles of public speaking;
- Relationship-building through interpersonal communication;
- How to make courageous decisions and take action crucial to the bank's success;
- How to address the challenge of change with confidence and action-oriented outcomes;
- How to think, plan and execute bank initiatives.

A BETTER YOU

At the conclusion of the eight-month program, the participant will be poised to contribute significantly to the bank's growth, as well as contribute positively to the bank's work environment by building and maintaining influential relationships with employees and supervisors.



LEADERSHIP DEVELOPMENT SESSIONS

IT'S SIMPLE, BUT IT ISN'T EASY

SESSION 1 - MARCH 5-8, 2012

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 - JUNE 20-22, 2012

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;
- Advanced team exercises;
- Lessons from the Navy SEALs;
- Mission planning;
- Team building;
- Leading a team.

LIMITATIONS ARE SELF-IMPOSED

SESSION 3 - AUGUST 29-31, 2012

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;
- Leadership in crisis;
- Crisis communication;
- Advanced presentation skills;
- Leading a team under pressure.

MOVING FORWARD

SESSION 4 - OCTOBER 24-26, 2012

This final session focuses on the bank, its brand, marketing and strategic planning. Team exercises give a dynamic push toward the future, with challenging exercises that test what has been learned. Session 4 covers:

- How to establish a quality brand for the bank;
- Effective media relations;
- Keys to successful strategic plans;
- Public speaking tournament;
- Leading a team under pressure;
- Graduation.

LEARNING OUTCOMES

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

- Articulate and advocate persuasively for the bank and industry;
- Motivate fellow employees to higher levels of productivity;
- Navigate organizational communication;
- Work harmoniously with others to solve problems;
- Understand the core elements of successful project management;
- Understand media relations;
- Understand successful crisis communication;
- Implement an effective strategic plan;
- Be highly motivated to help the bank succeed and thrive.

LOCATION

The 2012 IBA Leadership Program will be held at the Wooded Glen, Executive Retreat and Conference Center, located in Henryville, IN. Wooded Glen is 10 minutes from I-65 in northern Clark County. It is a 30-minute drive from downtown Louisville and less than a 90-minute drive from Indianapolis. Wooded Glen is situated on 600 acres of Southern Indiana's beautiful forest country – it's 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 2012 IBA Leadership Development Program is \$3,750 for IBA members. Only 25 attendees are admitted to the program; admissions are first-come, first-served. Tuition includes four sessions, materials and all meals. Travel and accommodation costs are not included. Participants will be required to stay at the Wooden Glen Retreat and Conference Center, at the IBA negotiated price of \$99 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 fees of all IBA educational events, including the Mega Conference and the Annual Convention.

Limited class size.
Application deadline is
February 10, 2012.



**DISCOVER THE
LEADER WITHIN**

FACULTY LEADERS

The core faculty consists of three talented and specialized presenters representing the best in each of their areas of expertise. Guest presenters will join the program for one session. The three principal instructors are:



Ty Warren

Ty Warren, author, lecturer and consultant, is president and CEO of Saviuum LLC, a consulting and training company with an international client list. Saviuum's corporate mission is to maximize organizational achievement through peak personal performance.

Ty is a frequent speaker at bank meetings as well as a consultant to the financial services industry. His expertise in management, leadership, organizational communication, branding, marketing and human resources has been used by companies in 50 states and seven countries. He recently was named National Speaker of the Year by the Collegiate Debate Honorary Society, and was the closing keynote speaker at the International Leadership Conference held in Paris. He was named International Distinguished Speaker by the Global Business Consortium, and has given seminars in Italy, Belgium, France and Trinidad.



Juli Lynch, Ph.D.

Juli Lynch brings a balanced approach to individual and professional development. She considers her clients in terms of their communication and leadership abilities. Juli's programs are inspirational and highly motivating. Her stories from the Discovery Channel Eco-Challenge are not to be missed. Nor is her clear framework for helping every person take steps to become better, stronger, smarter and more confident.

As the lone female on a team of Navy SEALs in the Raid Gallouise and the Eco-Challenge, she endured mind-numbing endurance races across hundreds of miles of brutal terrain that helped shape Lynch's core value system. Armed with a doctorate in organizational communication, and with 10 years of consulting experience behind her, Lynch comes fully equipped to give you perspective on your practices.



Steve Ahlberg

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, Ahlberg's core value system took shape during his time as a SEAL and a SEAL team leader. 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. Ahlberg was a founding consultant with Extreme Arts & Sciences and 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.

For Statistical Purposes Only:

MALE FEMALE BIRTH YEAR: _____

YEARS IN BANKING: _____

YEARS IN CURRENT POSITION: _____

APPLICATION / 2012 CLASS

Member Program Tuition: \$3,750. Only 25 attendees are admitted to the program. Admissions are first-come, first-served.

Personal Information PLEASE PRINT OR TYPE

NAME _____ TITLE _____

BANK/INSTITUTION NAME _____

MAILING ADDRESS _____ CITY/STATE/ZIP _____

BUSINESS PHONE _____ BUSINESS CELL _____

FAX _____ E-MAIL 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

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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Register online:
indianabankers.org

Questions:
Laurie Rees, VP of Education & Training
317-387-9380 (Office) 317-727-5750 (Cell)
E-mail: Lrees@indianabankers.org

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

Application must be received by February 10, 2012.