



SENIOR LEADERSHIP DEVELOPMENT INSTITUTE

NORTH CAROLINA BANKERS ASSOCIATION





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Background

We recognize the critical importance of leaders in advancing our vision of excellence in banking within the communities we serve. Our Senior Leadership Development Institute (SLDI) is established to foster the development of leaders poised to take the next step in their careers. The curriculum is designed to enhance leadership knowledge, skills and abilities through group sessions, case studies, independent study and practical application.

The inaugural class of the SLDI will begin in February 2020 and run through September. A focused core curriculum will be provided and participants will meet monthly in group sessions. The group will be limited to 15 participants to ensure an optimal learning experience, and will include leaders at all levels from across multiple organizations.

All applications will be reviewed by a committee, and applicants will be asked to participate in a brief interview as part of the selection process. The inaugural class will be announced no later than early December. All applicants will be notified regarding their status via email.

Eligibility

Candidates will be selected for the Senior Leadership Development Institute based on the following criteria:

- » Aspiration for leadership
- » Leadership experience; potential for next-level leadership, as appropriate
- » Openness to change
- » Management skills, has direct reports
- » Lifelong learner
- » Positive reputation
- » Demonstrates some of the desired leader attributes/characteristics below
- » Commitment to PLI expectations of participants

Traits Sought in Participants

Candidates for the Senior Leadership Development Institute should possess the following attributes and characteristics:

- » Builds positive relationships with staff
- » Excellent communicator
- » Team player and collaborator
- » Integrity; ethical; builds trust and respect
- » Manages conflict effectively; good negotiator
- » Self-aware
- » Adaptable and flexible; open to change
- » Sense of accountability and responsibility
- » Takes initiative
- » Able to think broadly; strategic (as appropriate to leadership level)
- » Innovative; continuous improvement oriented

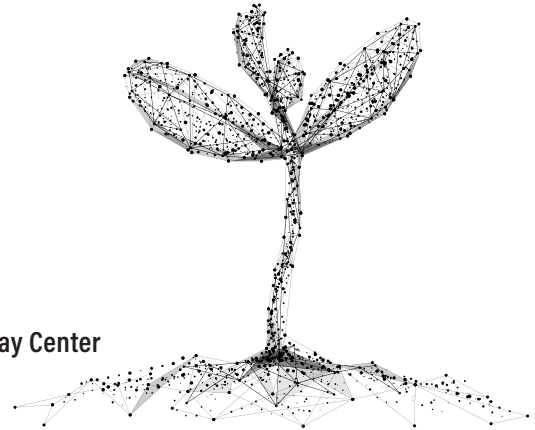
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Expectations of Participants

The Senior Leadership Development Initiative is a commitment. Candidates must ensure that they can meet the expectations as laid out below.

- » Attendance at each of the seven learning sessions is mandatory:

» Session 1	February 19-20, 2020	NCBA
» Session 2	March 19-20, 2020	NCBA
» Session 3	April 15, 2020	NCBA
» Session 4	May 12, 2020	NCBA
» Session 5	June 22-23, 2020	NCBA
» Session 6	August 6-7, 2020	UNC Friday Center
» Session 7	October 15, 2020	NCBA



- » Commit to developing your personal leadership competencies, knowledge and skills
- » Actively participate in all aspects of the program, including pre-session reading, assessments or other preparation; active engagement and participation in session discussions and exercises
- » Engage with current supervisor between sessions to discuss content, complete assignments and receive coaching
- » Provide feedback on the effectiveness of sessions and materials; complete and return evaluation forms
- » Respect and adhere to confidentiality guidelines as requested
- » Commit to future participation in activities such as panel discussions, recommendations, or evaluation of future participants, etc.

Program Fees

The total cost for the Senior Leadership Development Program is \$4,500. This fee includes the curriculum, pre and post program assignments, attendee assessments, food and beverage during the sessions and any planned evening activities. Overnight accommodations and travel arrangements are not included in the cost of the program. The NCBA will provide information to program attendees with recommended hotels.

Applying to the SLDI

If you would like to participate in the inaugural class of this unique learning opportunity, please complete the brief application form and return it with a current resume to McKenna Gorham at mckenna@ncbankers.org at your earliest convenience and by no later than November 1, 2019. If accepted into the program, a registration fee of \$4,500 must be paid in-full by January 17, 2020. Please direct questions to Blair Jernigan at blair@ncbankers.org.



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Program Overview

Session 1: Leading Self - February 18-19, 2020

"The easiest person to deceive, is one's own self." The playwright, Lytton from the 1800's certainly gives leaders something to think about. In this session, we will explore the behaviors and predictable traits that we act out in our everyday lives and how those actions impact our relationships. Through the lens of DiSC and a deeper exploration of our personal values, we will leave the session with a deeper understanding of who we are, how others interpret our actions and behaviors, and how to live more fully into the values we hold in highest regard. This session builds stronger Emotional Intelligence.

Session 2: Strategy and Innovation - March 18, 19, 2020

Innovation is more critical than ever in today's business environment. In this session we will explore methods and tools to build strategic thinking and innovative agility. However, leaders are required to possess more than knowledge; they must also lead their teams through times of uncertainty, ambiguity and change. This session brings the aspects of innovative, strategic thinking together with leading others to help each of us to be more successful in the work we do.

Session 3: Leading Teams - April 15, 2020

Leading teams is at the root of executing strategy. Without people, it's impossible to accomplish the mission of the organization. In this session participants will hone their skills in setting and communicating SMART goals, being an effective coach, and providing constructive feedback. We will also expand on the importance of delegation and develop action plans allowing team members to feel empowered and valued and not demotivated and micromanaged.

Session 4: Savvy Communication - May 12, 2020

At times, dealing with people can be a challenge. At times we need to have sticky conversations that no one enjoys delivering or hearing. In this session we will explore personal communication styles and how we can use this perspective to enhance our communication. People can be difficult but with the right approach conversations don't have to be confrontational. Through style awareness, "I" statements, and strategies to resolve conflict, participants will leave the session more savvy in their interpersonal communication.

Session 5: Align and Activate - June 22-23, 2020

Leading strategy activation requires a people-first approach. In this session participants will identify key stakeholders, craft a compelling story that aligns with your brand, and explore methods to communicate your brand in an authentic manner. Along the way we will discuss crisis communication, explore how to prepare for the unexpected and share tips to remain proactive in order to continue to align and activate your strategy.

Session 6: Culture and Leadership - August 6-7, 2020

It's often been said that "culture eats strategy for lunch". Great cultures are intentionally fostered and nurtured through strong communication, effective strategy, telling your brand story, and being true to the mission, vision and values of the organization. There are numerous ways to ensure your culture remains healthy and vibrant. This session will focus on being an ethical leader, embracing the multi generation workforce and raising awareness on the implicit bias within each of us. By being intentional in the culture we foster, we can work together in a more effective, inclusive productive environment.

Session 7: Putting Skills to Work - October 15, 2020

We are leaving this open currently and will formulate the plan for this post session during the other sessions. It will focus on what each participant in the cohort has done since the 6th session to put their new leadership skills to work!



Section I: Professional and Educational Information

Personal Information

First Name: _____ Preferred First Name: _____ Last Name: _____

Title: _____ Company: _____

Email: _____ Work Phone: _____ Cell Phone: _____

City: _____ State: _____ Zip: _____

Supervisor's Name: _____ Supervisor's Email: _____

Education Details (General)

Please select the highest level of education you have attended:

- ☐ High School
- ☐ College
- ☐ Post-Graduate

Please list school name, years attended, major and whether you graduated.

Education Details (Banking)

List the course level or bank-related courses completed in the areas of accounting, finance, marketing and/or economics.

Select the areas of banking in which you have experience:

- ☐ Controlling/Auditing ☐ Management ☐ Administration ☐ Human Resources ☐ Internet Banking
- ☐ Investments ☐ Lending/Credit Analysis Marketing ☐ Money Management ☐ Operations
- ☐ Trusts ☐ Other (Please list: _____)

Industry Experience

How many total years of professional experience do you possess? _____

How many total years of banking experience do you possess? _____

Please describe your current position and responsibilities: _____

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Section I: Professional and Educational Information (Cont.)

Your Financial Institution

What are the approximate total assets of your financial intuition?

☐ Not Applicable ☐ Under \$100 M ☐ \$100 - \$500 M ☐ \$500 M - \$1 B ☐ \$1 B - \$5 B ☐ Over \$5 B

Please share an estimate of the number of employees who work at your financial institution: _____

General Questions

Have you graduated from the NC School of Banking or another state banking school? If so, please list the year you graduated.
(If not the NC School of Banking, please list which state banking school)

Have you been through a Graduate School of Banking? If so, please list which program and the year you graduated.

Do you manage a team? _____ If so, how many people are on your team? _____

How many direct reports do you have? _____ How long have you managed people? _____

If you do not currently manage people, will you manage people in the future? _____

Please briefly tell us about your involvement and leadership in the community your institution serves.

Share anything else you would like the Selection Committee to know about you. This can include awards or recognition, additional examples of your engagement and leadership, or any other elements not captured in your previous responses.

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Section II: Interest in Senior Leadership Development Institute

Applicant's Interest

What specific skills and knowledge do you hope to gain from the SLDI?

Why should you be selected to participate in the SLDI and how do you hope that it will enhance your career?

I am interested in participating in the Leadership Institute. I am able to fulfill the participant expectations.

Signature of Applicant: _____

Supervisor Nomination

This section should be filled out by the applicants supervisor or a member of the institution's management team.

Name: _____ Location: _____

Email: _____ Work Phone: _____ Cell Phone: _____

As the supervisor, please tell us why your institution supports the nomination of this applicant for the SLDI and why this applicant makes a good match for the program. *(Attach additional pages if necessary)*

Signature of Supervisor: _____

Submitting Your Application

Please submit your completed application with a copy of your resume to McKenna Gorham at mckenna@ncbankers.org. If accepted into the program, a registration fee of \$4,500 must be paid in-full by January 17, 2020.

For questions on this program, please contact Blair Jernigan, VP Event Management at blair@ncbankers.org.