

2017 LBA LEADERSHIP SCHOOLS: “GROWING OUR NEXT GENERATION OF LEADERS” SCHOOL II: JUNE – DECEMBER 2017

*Louisiana’s banking industry is strong because of strong leadership.
Your next generation of leaders is right in your bank.
Help them get the training they need to grow and prosper.
Make the commitment today!*



About the Program

Both 2017 LBA Leadership Schools, “Growing Our Next Generation of Leaders”, will meet monthly for five months and complete online course work and assigned readings in between meetings. Class size will be limited, giving attendees the opportunity for one-on-one time with the instructors and networking with other bankers in the course. Some of LBA’s most respected instructors will conduct half day sessions on technical banking issues.

SSA Consultants will deliver individual and team development activities to the participants, including:

- The month prior to onsite training, initial assessments using the Hogan Leadership Forecast Series which includes the Potential, Challenge, Values, & Coaching Reports
- Provide participants with one-on-one coaching to discuss individual results and implications to individual and team performance and career development
- During the months of onsite training, facilitate leadership development sessions leveraging the Hogan results and SSA’s 40 years of leadership development experience
- Administer iCapstone online leadership development modules that directly support the facilitated sessions and overall learning objectives of the program.

Who Should Attend

Current and future bank leaders from all areas of the bank.

What Former Students Have to Say...

“I feel like we all learned a lot of things from each other, whether someone has been in banking for 2 years or for 20 plus years. Since being in the leadership program, I have made it a point to listen more and take others opinions to heart before making a decision. This has helped me lots. I have gained more trust from my staff by doing this.” - 2013 Leadership School Graduate

“The LBA Leadership School proved to be a very rewarding experience. My participation allowed me to look closely at my personality and managerial style and for ways to enhance or improve my interaction with management and employees. The class encouraged me to empower and influence those around me in order to reach goals and strive for success.” - 2013 Leadership School Graduate

Takeaways from the 2015 Leadership School I Graduates: Better emotional awareness, more open to others’ points of view, more patient at work and home, more relaxed with coworkers, more confident in public, better listener, show more appreciation to staff and give more feedback, delegate more, developed a heart of a teacher and am finding ways to inspire others.

It’s hard to put into words what all I have gained from this opportunity. I can already see results personally and professionally. I’m excited to look back on this a year or two from now and see what a HUGE impact this program has made in my life. I can’t say enough good things about this opportunity! - 2016 Leadership School Graduate



Sponsored By:  **LouisianaBankers**
EDUCATION COUNCIL

2017 LBA Leadership Schools: “Growing our Next Generation of Leaders”

All instructor led sessions are held in The Bankers Center at the Louisiana Bankers Association Office at 5555 Bankers Avenue in Baton Rouge unless otherwise noted.

School II Schedule:

June/July 2017

- ◆ Conference call to discuss program expectations - June 26, 2017, 4:00pm - 4:30pm - *additional information to come*
- ◆ Complete online Hogan Assessments
- ◆ Complete Coaching Feedback Sessions
- ◆ **Online course work - “Introduction” and “Leadership for High Performance Organizations” to be completed by August 9, 2017**

Tuesday, August 8, 2017

- ◆ 6:00pm-8:00pm: Opening & Welcome Session - Juban’s Restaurant, 3739 Perkins Rd., Baton Rouge, LA 70808

Wednesday, August 9, 2017

- ◆ 8:30am - 12:00pm: “Understanding the US Bank Monetary System: The Federal Reserve Bank - Yesterday, Today & Tomorrow” by *Gail Pyllos, Claire Loup & Jack Bonin, Federal Reserve Bank of Atlanta*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: “Leadership” Presentation by *SSA Consultants*

***Online course work on “Effective Teams” to be completed by September 6, 2017**

Wednesday, September 6, 2017

- ◆ 8:30am - 12:00pm: “Call Reports, Bank Financials and Key Performance Ratios” by *Jeff Fair, American Planning Corporation*
- ◆ Lunch - 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: “Effective Teams” Presentation by *SSA Consultants*

***Online course work on “Performance Management” to be completed by October 4, 2017.**

Wednesday, October 4, 2017

- ◆ 8:30am - 12:00pm: “Regulations: Deposits and Lending Overview” by *Susan Costonis, Compliance Consulting & Training for Financial Institutions*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: “Performance Management” Presentation by *SSA Consultants*

***Online course work on “Communications” to be completed by November 15, 2017**

Wednesday, November 15, 2017

- ◆ 8:30am - 12:00pm: “Current Technology Issues” by *Holly Boullion, Traina & Associates*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: “Communications” Presentation by *SSA Consultants*

Tuesday, December 5, 2017

- ◆ 6:00pm-8:00pm: LBEC Business Meeting & Social - LBA Board Room (Leadership School students from both schools invited as LBEC’s guests)

Wednesday, December 6, 2017

- ◆ 8:30am - 12:00pm: Relationship Selling” by *Jay Toups, Retail Management Resources, Inc.*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 2:30pm: “Leadership Wrap Up” Presentation by *SSA Consultants*
 - 3:00pm Graduation Ceremony with LBA Chairman as guest speaker

Leadership School Instructors



Gail Psilos is the Director for the Regional Economic Intelligence Network at the New Orleans Branch of the Federal Reserve Bank of Atlanta. After teaching at University Montessori School in New Orleans, serving on several Boards of Community Organizations, and living in London, England, she joined the New Orleans Branch of the Federal Reserve Bank in 1990. Ms.

Psilos was Section Manager for Support Services operations through 1997, when she was charged with developing the Bank's community relations department and was named Community Relations Manager. In 2001 she developed the Branch Economic Education program which became a District endeavor and assisted with developing the "Katrina's Classroom" DVD. In 2008 she was asked to assist with developing the Branch Regional Economic Intelligence Network, a District initiative to gather economic information for monetary policy consideration. In 2009 she was promoted to REIN Director.



Claire Loup is an Economic and Financial Education Specialist at the New Orleans Branch of the Federal Reserve Bank of Atlanta. She joined the Branch in 1999 as a Human Resources Training Specialist where she was responsible for conducting District Human Resources and Financial Services training. She has been in her current position furthering the Bank's district-

wide strategies in promoting economic and financial education since 2002.



Jack Bonin is a Senior Customer Services Coordinator at the New Orleans Branch of the Federal Reserve Bank of Atlanta. He has been employed with the Federal Reserve Bank since 1973 and has held his current position in Business Development since 1992. Mr. Bonin has worked on a number of District marketing initiatives; has assisted each of the other Sixth District Offices with their team marketing programs, conducted speeches to bankers, savings and loans; presented instructional sessions to AIB, BAUI and University classes.



Jeff Fair is President of American Planning Corporation, a consulting firm with over 30 years of experience serving the financial needs of community banks, specializing in outsourced short and long-term financial planning and modeling services, stock valuations, regulatory consulting, merger and acquisition guidance, de novo bank formation, capital planning, board and

executive training and Subchapter-S elections. In addition to his regular financial consulting work with 40 community banks, Jeff has assisted in the formation of 26 new community banks, prepared 45 banks for S-Corporation elections, participated in 16 successful bank acquisition transactions and completed over 350 valuation engagements.



Susan Costonis is a trainer and banking consultant. She also has an affiliation with gettechnical, inc. as an associate trainer. She specializes in compliance management along with deposit and lending regulatory training. She is a Certified Regulatory Compliance Manager and completed the ABA Graduate Compliance School. Susan also graduated from the University of Akron with a B.S in Art Education and the Graduate Banking School of the University of Colorado.



Jay Toups is the Principal of Retail Management Resources, Inc., a Lafayette based company. His 25+ years of experience includes time spent at First Commerce Corp, Hibernia National Bank, Bank One, and Dixie Savings as a Lender, Branch Manager, Regional Manager, Retail Sales Coordinator, etc. He is currently working with community banks across the Gulf South helping them grow and prosper.



Holly Boullion is the Director of Client Services for Traina & Associates. Holly holds a Bachelors of Science in Electrical and Computer Engineering and has over 20 years in the Information Technology industry. Before joining Traina & Associates, Holly was a Senior Vice President and the Information Security Officer at a community bank, and managed the IT, Operations and Systems Support Departments. Traina &

Associates, an IT security audit firm, has been honored four times as a member of the LSU 100 list of the top 100 fastest growing Tiger-led businesses.



Craig Pourciau is founder and President of Professional Development Services, a leadership development and human resources consulting company. Prior to this, he was a senior partner with SSA Consultants for 11 years. His expertise in conducting organization assessments and delivering focused training on a variety of issues has led him to become one of the foremost facilitators and

high-level change management consultants in the United States and abroad.



Bill Slaughter - As Founder and President of SSA Consultants, Dr. William "Bill" Slaughter has helped guide the transformation and strategic direction of both public and private sector clients over the past 42 years. He is a proven leader with deep expertise in developing client strong client relationships, a passion for building outstanding client teams and a disciplined focus on operations and execution. Widely recognized as an innovative executive, Bill's institutional knowledge and exceptional leadership skills bring significant value to complex client engagements. Bills holds a Bachelor of Science in Business Administration with a concentration in economics and finance from the University of Louisiana at Lafayette, as well as a Master of Business Administration and doctorate in management from Louisiana State University.

More of What Former Students Have to Say...

"The greatest lesson I learned during this class was that making small changes in disciplines consistently over time can take me from a successful person to a significant person who leaves a great legacy behind."

2012 Leadership School Graduate

"I learned that leadership is not just an innate, natural skill as is often inferred. It is a conscience, minute by minute decision. It requires humility, vulnerability and the desire to improve yourself and those close to you."

2012 Leadership School Graduate

"It was extremely educational and the classes were on point. I met some wonderful, intelligent individuals in the speakers and my fellow students."

2015 Leadership School I Graduate





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School II: June - December 2017

Registration Fee (for all sessions July-December 2017)

\$2,675 member fee
 \$3,675 non-member fee

Registration & Cancellation Deadline

June 23, 2017

Cancellation Policy

Due to commitments we must make to secure this program, we need your help. The price of this program is inclusive of all 5 sessions. If you must cancel your registration, please do so by dates mentioned above for each school to avoid a \$1475 cancellation fee. Once your initial assessment is taken, you are fully enrolled in the class and no substitute registration is allowed. If you drop from the program after the first instructor led class is held, your bank will NOT be refunded for any of the costs associated with the program.

***PLEASE NOTE: Attendance in each of the 5 instructor led sessions and completion of all online work is required to graduate from Leadership School. Failure to attend any part of the instructor led sessions and/or incomplete online work will result in a student not being considered a graduate of the school nor being able to participate in the final graduation ceremony or being eligible for the Graduate School of Banking at LSU year-one scholarship.**

Registration Information: (for multiple registrations, please make copies)

Name _____
 Bank _____
 Street Address _____
 City / State/ Zip _____
 Email Address _____
 Office Phone _____ Cell Phone _____
 Supervisor Name _____ Supervisor’s Phone: _____
 Supervisor’s Email Address _____

Payment Options

Check (Made payable to the Louisiana Bankers Association)
 Visa MasterCard American Express
 Card # _____ Expiration Date _____
 Amount to be charged on card \$ _____
 Name on Card (Please Print) _____
 Billing Address _____
 Signature _____

Hotel Information

Residence Inn by Marriott - Towne Center at Cedar Lodge
 1061 Commerce Circle, Baton Rouge, LA 70809
 For reservations, call (225) 925-9100 and ask for the “Louisiana Bankers Association special room rate of \$122”

Location

The Bankers Center, LBA Office
 5555 Bankers Avenue
 Baton Rouge, Louisiana, 70808
 (225) 387-3282 (phone)
 (225) 343-3159 (fax)

Submit registration and view roster in the Education Section of LBA’s Website, <http://www.lba.org/>