

2019 LBA LEADERSHIP SCHOOL: “GROWING OUR NEXT GENERATION OF LEADERS”

SCHOOL II: JUNE – DECEMBER 2019

*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 2019 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 had an amazing experience and learned so much that I will be able to carry into my professional and personal life. It was great meeting everyone and an experience I will never forget.” - 2018 Leadership School Graduate

“This class has helped me both personally and professionally showing me strengths that I have but also opportunities to improve in both sides of my life. A lot of classes of similar subject matter can come across as superficial and not truly useful but the application of the information presented here and the enthusiasm and sincerity of the instructors of this course really does set it apart from other classes. I would recommend this program to everyone.” - 2018 Leadership School Graduate

“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

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.

“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



Sponsored By:  **LouisianaBankers**
EDUCATION COUNCIL

2019 LBA Leadership School II: "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 2019

- ◆ Conference call to discuss program expectations - June 24, 2019, 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 7, 2019**

Tuesday, August 6, 2019

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

Wednesday, August 7, 2019

- ◆ 8:30am - 12:00pm: "Understanding the US Bank Monetary System: The Federal Reserve Bank - Yesterday, Today & Tomorrow" by *Rebekah Durham, Claire Loup & Jennifer Staley, Federal Reserve Bank of Atlanta*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: "Leadership" Presentation by *SSA Consultants*

***Online course work on "Performance Management" to be completed by September 11, 2019.**

Wednesday, September 11, 2019

- ◆ 8:30am - 12:00pm: "Understanding Bank Financials, Key Performance Indicators, Liquidity & Interest Rate Risk" by *Jeff Fair, American Planning Corporation*
- ◆ Lunch - 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: "Performance Management" Presentation by *SSA Consultants*

***Online course work on "Communications" to be completed by October 9, 2019.**

Wednesday, October 9, 2019

- ◆ 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: "Communications" Presentation by *SSA Consultants*

***Online course work on "Effective Teams" to be completed by November 13, 2019**

Wednesday, November 13, 2019

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

***Online course work on "Course Conclusion" to be completed by December 4, 2019**

Wednesday, December 4, 2019

- ◆ 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



Rebekah Durham is the economic policy analysis specialist in the research department at the New Orleans Branch of the Federal Reserve Bank of Atlanta. She is responsible for interpreting economic data and qualitative information gathered from business and community leaders and

presenting findings to senior leadership; a process that ultimately contributes to monetary policymaking. She also develops, researches, and writes original articles and data visualizations on labor markets, energy, and regional matters for the Bank's external publications. She joined the New Orleans Branch in 2006 as a business analyst in the cash function office, a department responsible for overseeing currency services across the Federal Reserve Bank of Atlanta's branches, and served in various regional and national leadership roles during her tenure.



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.



Jennifer Staley is the senior communications specialist in the community and economic development department at the Federal Reserve Bank of Atlanta. In this role, she advances the team's outreach activities by leading the department's robust communications efforts. Previously, she worked as director of the Regional Economic

Information Network (REIN) and senior economic and financial education specialist in the Federal Reserve Bank of Atlanta. She graduated Phi Beta Kappa from Dickinson College and holds a master's degree from the University of New Orleans.



Jeff Fair is President of American Planning Corporation, a consulting firm with over 35 years of experience serving the financial needs of community banks. His services include financial planning, interest rate risk and liquidity management, stock valuations, merger and acquisition guidance and much more.



Susan Costonis is a trainer and banking consultant. 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 30+ 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 holds a Bachelor's of Science in Electrical and Computer Engineering and is a Certified Information Security Manager (CISM) and a Certified Information Systems Auditor (CISA). She has over 20 years of experience in the information technology industry, and has spent the last several years providing information security auditing and consulting

services for financial institutions, nonprofit organizations and other businesses. She stays current on changing threats, government regulations, and various organizations' security frameworks to assist clients in implementing appropriate controls to protect against cybersecurity threats. Before joining Traina & Associates, she served as Senior Vice President and Information Security Officer at a community bank, where she managed the IT, Operations, and Systems Support departments. Traina & Associates joined CapinCrouse in January 2017.



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.



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 and is currently a Collaborating Consultant with SSA. 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.



2019 LBA LEADERSHIP SCHOOL II: "GROWING OUR NEXT GENERATION OF LEADERS"

School II: June - December 2019

Registration Fee (for all pre-work & Sessions June - December 2019)

\$2,750 member fee
\$4,750 non-member fee

Registration & Cancellation Deadline

June 21, 2019

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 June 21, 2019 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 _____

Location

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

*Leadership School II
Opening Reception and
Graduation Ceremony
Sponsored By:*



*Leadership School II
Lunches Sponsored
By:*



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 2019 special room rate of \$127."

Candlewood Suites
5353 Bankers Avenue, Baton Rouge, LA 70808
For reservations, call **(225) 925-3353** and ask for the "Louisiana Bankers Association special room rate of \$89 by mentioning the rate code IX3UX or [click here](#) to book online