



Louisiana Bankers

A S S O C I A T I O N

2020 Bankers School for Supervisory Training

September 14-18, 2020 - Virtual via Zoom

(Rescheduled program from original dates of June 1-5 due to COVID-19)

The Bankers School for Supervisory Training is a week-long program, developing managerial skills for frontline supervisors. The annual school provided by the Louisiana Bankers Association hosts students from all over the state. The 2020 session will be the School's 48th anniversary. To date, more than 4,000 bankers have participated in the program.

Curriculum

DiSCover Your Leadership Style

Jennifer Ledet, Ledet Management Consulting

This highly interactive, fun, and enlightening session will help leaders and emerging leaders to understand themselves, their own motivations, strengths and behavioral tendencies and how they can use these qualities to step up and be a more confident and competent leader. With a clear understanding of human behavior and the reasons why you do what you do, (and the reasons others do what they do!) you will be in a unique position to improve your own results as a leader and communicator.

Managers Matter: A Relationship-Centered Approach to Driving Employee Engagement

Tyler Winner, The Winner Institute/Dale Carnegie Training

The bottom line for engagement is that managers matter. As a front-line manager you have more control over your employees' engagement levels than any other contributing factor—more than senior management, more than benefits and perks, and even more than money! This session is designed for leaders who want to reduce turnover, increase productivity, and build an engaged workforce that is aligned with the goals of the organization.

HR Overview and Supervisor Best Practices Discussion

Ginger Laurent, Louisiana Bankers Association and Fred Preis, Breazeale, Sachse & Wilson, L.L.P.

- As a supervisor, learn the basic human resource functions most helpful to you.
- Supervisor Best Practices Roundtable Discussion

They Just Don't Understand: Surviving the Multi-Generational Workplace

Julie Laperouse, Emergent Method

There's no denying the underlying frustration in many workplaces over the differences among generations. For the first time in history, five different generations are working side by side – on the worksite, in open-concept offices, and even around the executive table. Whether these differences stem from work ethic or work styles and whether they are perceived or real, there are real solutions to finding some common ground. Join Emergent Method for actionable takeaways on how to have the right conversations and create an environment where team members look at differences as an opportunity to learn. You don't even have to walk uphill in the snow both ways to get there.

Management Behavior

Kerry Sauley, PhD, Louisiana State University

- Understanding Job Performance
- Effective Coaching
- The Art of Feedback
- Ten Keys to Success

Performance Evaluations

Jay Touns, Retail Management Resources, Inc.

- Setting Goals
- Monitoring Progress
- Evaluation: Dos and Don'ts
- Action Plan

Time Matters

Jennifer Ledet, Ledet Management Consulting

- Establishing Priorities
- Accomplishing Goals in the Time Available
- Time-Wasters & Time Saving Strategies

Leading High Performance Teams

Jennifer Ledet, Ledet Management Consulting

- The 5 Practices of Exemplary Leadership
- Am I a Leader
- Organizing Your Team

School Registration Fee

\$750, per LBA member

\$1150, per non-member

Limited Registration Available

Meet Your Instructors



Jennifer Ledet - Born and raised along the bayous of South Louisiana, Jennifer Ledet, CSP, SPHR, mixes her Cajun heritage with concrete, practical leadership strategies that solve people problems and produce results. Her programs focus on mastering communication, inspiring real teamwork, and amping your influence to impact the bottom line. Author of *Lead, Follow or Get Me the Hot Sauce* and a lively, engaging speaker, Jennifer is only one of four Certified Speaking Professionals (CSP) in the state of Louisiana. The CSP is the highest earned designation conferred by the National Speakers Association, and is the mark of a true pro. She's also a certified Senior Professional in Human Resources, a Certified Structured Facilitation Professional, and a certified Master Trainer.



Kerry Sauley, PhD, is a Marjory B. Ourso Excellence in Teaching Professor in the Rucks Department of Management at Louisiana State University. He received his PhD in Industrial/Organizations Psychology from LSU. In 2007, he was recognized by Business Week magazine as one of 12 favorite business professors nationwide.



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.



Tyler Winner is President of The Winner Institute, representing Dale Carnegie Training® in middle Louisiana and east Texas. For over 26 years he has helped executives and leaders focus their visions and build their organizations. His organization is comprised of over 12 associates and trainers in 3 locations throughout Louisiana and Texas. In the past 3 years, The Winner Institute has trained over 2000 employees in over 200 companies throughout the region. Recent customers include: Exxon-Mobil, Petroleum Helicopters, Conn's, Gerry Lane Enterprises and Georgia Pacific. Globally, Dale Carnegie Training collaborates with Microsoft, General Motors, Boeing and Home Depot to name a few - to accelerate the growth and success of its key employees.



Ginger Laurent is COO of Louisiana Bankers Association. She joined the LBA staff in 2000 after spending over 16 years as a banker in the Acadiana market. She holds an undergraduate degree in Communications and a Master's in Business Administration from the University of Louisiana at Lafayette. Ginger is certified as a Senior Professional in Human Resources. She is a graduate of The Graduate School of Banking at LSU, LBA School of Banking and LBSST. In addition to Ginger's role as chief operating officer for the LBA, she also manages the Louisiana Bankers Service Corporation, Bankers Benefits of Louisiana and Louisiana Bankers Education Foundation. Ginger conducts in-house supervisory training and is available for marketing and human resource consulting.



Fred Preis is a partner at the Breazeale, Sachse & Wilson law firm where he is a senior member of the labor and employment law section which represents management nationwide. Prior to serving as an officer in the United States Army, Fred earned both his undergraduate degree in business and his law degree from Louisiana State University. As both a trial lawyer and advisor, Fred has served as lead labor counsel for Fortune 500 companies, as well as trade associations and employers in mid-sized and small industries, businesses and financial institutions throughout the United States.



Julie Laperouse is an expert trainer and facilitator with an impressive track record of training high-performing professionals. In her role as Emergent Method's director of training, Julie leads efforts to grow the firm's suite of training and development services, particularly those involving leadership development, supervisory skills, soft skills, and team building. Julie joined Emergent Method in 2015 after serving as director of talent development for the Baton Rouge Area Chamber (BRAC), where she oversaw the creation of their highly successful talent program focused attracting and retaining human capital in the Baton Rouge area. In addition, in 2008, Julie founded Screaming Peacock, a motivational speaking firm, and is author of the book "Are you a Screaming Peacock?" which complements her public speaking engagements. Through Screaming Peacock, Julie has worked with organizations ranging from Nissan North America to the Louisiana Funeral Directors Association. Julie is a Louisiana native and alumnae of Louisiana State University.

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Monday September 14, 2020

9:00am-11:00am	DiSCover Your Leadership Style <i>Jennifer Ledet, Ledet Management</i>
1:00pm-3:00pm	DiSCover Your Leadership Style <i>(Continued)</i>

Tuesday September 15, 2020

9:00am-11:00am	Time Matters <i>Jennifer Ledet, Ledet Management</i>
1:00pm-4:00pm	Performance Evaluations <i>Jay Toups, Retail Management Resources</i>

Wednesday September 16, 2020

9:00am-11:00am	Surviving the Multi-Generational Workplace <i>Julie Laperouse, The Screaming Peacock</i>
1:00pm-3:00pm	HR Overview & Supervisor Best Practices <i>Ginger Laurent, LBA & Fred Preis, Breazeale, Sachse & Wilson</i>

Thursday September 17

9:00am-11:00am	Management Behavior <i>Kerry Sauley, LSU</i>
1:00pm-3:00pm	Management Behavior <i>Kerry Sauley, LSU (Continued)</i>

Friday September 18

9:00am-11:00am	Leading High Performance Teams <i>Jennifer Ledet, Ledet Management</i>
1:00pm-2:30pm	Managers Matter <i>Tyler Winner, The Winner Institute/Dale Carnegie Training</i>
2:30pm-3:00pm	Graduation

Pre-Work (DISC Personality Profile)

The week of August 24, instructions will be sent to each registered participant to access the DiSC personality profile online, which will need to be completed no later than September 4. This is required to participate in the school.



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Registration Form

Name _____

Name on Diploma _____

Bank _____

Branch Street Address _____

City / State/ Zip _____

Office Phone _____ Cell Phone _____

E-Mail _____

Payment Options

Check (Made payable to the Louisiana Bankers Association)

Visa MasterCard American Express

Card # _____ Expiration Date _____

Credit Card Billing address _____

Name on Card (Please Print) _____

Signature _____ Amount to be Charged on Card \$ _____

Registration Fee
\$750, per LBA member
\$1150, per non-member

This training will be covered under SBET (Small Business Employee Training Program). Please provide an email address on the line below to receive the necessary documentation for reimbursement:

School Tuition

\$750, per LBA member

\$1150, per non-member

Limited Registration Available

Cancellation Policy & Registration Deadline

Please submit registration by **August 21, 2020** If you must cancel your registration, please do so by August 21, 2020 to avoid a \$375 cancellation fee. Any registrant who does not cancel will be billed the full registration fee and sent the manual.

Submit registration and view roster in the Education Section of LBA's website, www.lba.org