

2023 LBA LEADERSHIP SCHOOLS: “GROWING OUR NEXT GENERATION OF LEADERS”

TWO OFFERINGS IN 2023

CHOOSE THE SCHOOL YOU WOULD LIKE TO ATTEND:

SCHOOL I: JANUARY – JULY 2023

SCHOOL II: JUNE – DECEMBER 2023

*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 2023 LBA Leadership Schools, “Growing Our Next Generation of Leaders”, will meet in person once a month for five months. Students will complete online course work and assigned readings in between meetings. Class size will be limited to 25 to give attendees the opportunity for one-on-one time with the instructors and to network 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, initiate 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 Hogan 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.

School I: January - July 2023

Monday, January 30, 2023 - Orientation Via Zoom
Wednesday, March 15, 2023
Wednesday, April 19, 2023
Wednesday, May 17, 2023
Wednesday, June 14, 2023
Wednesday, July 12, 2023

School II: June - December 2023

Monday, June 26, 2023 - Orientation Via Zoom
Wednesday, August 9, 2023
Wednesday, September 13, 2023
Wednesday, October 11, 2023
Wednesday, November 8, 2023
Wednesday, December 6, 2023

Registration Fee

(for all pre-work & Sessions January - July 2023)

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

Registration & Cancellation Deadline

January 27, 2023

Registration Fee

(for all pre-work & Sessions June - December 2023)

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

Registration & Cancellation Deadline

June 23, 2023



Brought To You By :



LouisianaBankers
EDUCATION COUNCIL

2023 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 I Schedule:

January/February 2023

- ◆ Orientation via Zoom to discuss program expectations - January 30, 2023 - 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 March 15, 2023**

Wednesday, March 15, 2023

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

***Online course work on "Performance Management" to be completed by April 19, 2023**

Wednesday, April 19, 2023

- ◆ 8:30am - 10:30am: "Understanding the US Bank Monetary System: The Federal Reserve Bank - Yesterday, Today & Tomorrow" by *Rebekah Durham & Claire Loup, Federal Reserve Bank of Atlanta*
- ◆ 10:30am - 12:00pm: The Role of the Regulators & Advocacy by Ginger Laurent and Joe Gendron, LBA
- ◆ Lunch - 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: "Performance Management" Presentation by *SSA Consultants*

***Online course work on "Communications" to be completed by May 17, 2023**

Wednesday, May 17, 2023

- ◆ 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 June 14, 2023**

Tuesday June 13, 2022 - Social (optional)

- ◆ We will hold a social the evening before the 4th session. Details to be shared closer to the event date.

Wednesday, June 14, 2023

- ◆ 8:30am - 12:00pm: "Current Technology Issues" by *CapinTech*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: "Effective Teams" Presentation by *SSA Consultants*

Wednesday, July 12, 2023

- ◆ 8:30am - 12:00pm: "Relationship Selling" by *Jay Toups, High Performance Teams by RMR, 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

School II Schedule:

June/July 2023

- ◆ Orientation via Zoom to discuss program expectations - June 26, 2023 - 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, 2023**

Wednesday, August 9, 2023

- ◆ 8:30am - 10:30am: "Understanding the US Bank Monetary System: The Federal Reserve Bank - Yesterday, Today & Tomorrow" by *Rebekah Durham & Claire Loup, Federal Reserve Bank of Atlanta*
- ◆ 10:30am - 12:00pm: The Role of the Regulators & Advocacy by Ginger Laurent and Joe Gendron, LBA
- ◆ 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 13, 2023**

Wednesday, September 13, 2022

- ◆ 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 11, 2023**

Wednesday, October 11, 2023

- ◆ 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 8, 2023**

Tuesday November 7, 2023 - Social (optional)

- ◆ We will hold a social the evening before the 4th session. Details to be shared closer to the event date.

Wednesday, November 8, 2023

- ◆ 8:30am - 12:00pm: "Current Technology Issues" by *CapinTech*
- ◆ Lunch 12:00pm-12:30pm
- ◆ 12:30pm - 4:30pm: "Effective Teams" Presentation by *SSA Consultants*

Wednesday, December 6, 2023

- ◆ 8:30am - 12:00pm: Relationship Selling" by *Jay Toups, High Performance Teams by RMR, 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.



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.



Jeff Fair is the President of American Planning Corporation, a consulting firm that specializes in financial and strategic planning, regulatory rehabilitation and investment banking services for community banks. American Planning currently serves as an outsourced CFO for over 50 community banks ranging in size from \$50 million to \$5 billion in assets. Over the last 29 years, Jeff has assisted in the successful formation of 16 community banks,

completed over 60 merger and acquisition projects and performed over 700 bank stock valuations. Jeff holds a Masters of Finance from Louisiana State University, a Bachelor of Business Administration from Baylor University and the Certified Valuation Analyst designation.



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 High Performance Teams by RMR, 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.



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.



Dr. Christel Slaughter is CEO at SSA Consultants, and for more than 30 years she has led organizational change and planning efforts for hundreds of clients across the United States with a concentration of this work focused in the public sector. Her expertise is rooted in organizational design and development, specializing in change management, performance

improvement, strategic planning, public outreach and engagement, training design and delivery, leadership development, facilitation services, and executive recruitment and coaching. Prior to embarking on her consulting career in 1983, she served as a faculty member at Louisiana State University for seven years as a Distinguished Alumni Professor. Christel holds a Bachelor of Science in Marketing and a doctorate degree in Systems Management and Organizational Design from LSU, and while preparing for her doctorate, the Academy of Management Doctoral Consortium selected her as one of the top 35 doctoral students in the nation. In 2009, she accepted an invitation from the dean of LSU's E.J. Ourso College of Business to teach a course in the Flores MBA Program as an adjunct professor.

 **CapinTech** provides IT audit, consulting and training services to financial institutions, medical entities, CPA firms and their clients. The Firm has been providing services in the IT area since 1999 and each year performs hundreds of audit, consulting and speaking engagements with a team of experienced professionals retaining numerous certifications, including CPA, CISA, CITP, CGMA and CTGA. For every engagement, the staff of highly trained professionals tailors the work for the unique makeup, size and complexity of the organization and information and reports are presented in a concise manner, making them easy to understand by those having a variety of IT expertise.



Ginger Laurent is CEO 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 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.



Joe Gendron joined the LBA staff in 2007 after spending three years as staff attorney for the House Committee on Commerce of the Louisiana House of Representatives. His primary responsibilities are representing the interests of LBA member banks at the state legislature and with the Louisiana congressional delegation, and organizing the grassroots efforts of the LBA on

issues of importance to Louisiana bankers. Joe received his Bachelor's of Science in Accounting from Louisiana State University and his Juris Doctorate and a Bachelor's of Science in Civil Law from LSU's Paul M. Hebert Law Center. He is a member of the Louisiana Bar Association and served as a state district court law clerk to the Honorable Brenda Bedsole Ricks in the 21st Judicial District Court.



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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 _____

Please Check for
School I: January - July 2023

Registration Fee (for all pre-work & Sessions January - July 2023)

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

Registration & Cancellation Deadline
January 27, 2023

Please Check for
School II: June - December 2023

Registration Fee (for all pre-work & Sessions June - December 2023)

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

Registration & Cancellation Deadline
June 23, 2023

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.

Location of School

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

Hotel Information for Overnight Stays

**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 \$127.