



## WHY THE PA BANKERS LEADERSHIP INSTITUTE?

Be Inspired! Be a part of this motivational, educational and life-changing journey to leadership!

Students learn through a high level of participation with peers and by a set of instructors who have the ability to define and display exemplary banking leadership, not only in Pennsylvania, but on a global level.

## MEET THE INSTRUCTORS

**LINDA EAGLE, Ph.D.**

President & Founder, Global Bankers Institute  
*Dr. Linda Eagle is president and co-founder of Global Bankers Institute, an organization known for bringing innovation to banks around the world and helping them to maximize the performance of their people. Linda's understanding of the business requirements of the banking industry and her expertise in human and organizational communication have enabled her to address the most important elements in solving today's business problems: people, performance and bottom-line results.*

**DENNIS BUDINICH**

Founder & President, FTC Together  
*Throughout his entire career, Dennis has dedicated himself to helping others be their best by sharing with them the most effective success principles and how to apply them. In all his high-energy learning programs, Dennis shares the information he acquired in the fields of positive psychology and self-science, Emotional Intelligence as well as his personal experiences as a successful financial professional and entrepreneur.*

## WHAT LEADERSHIP INSTITUTE ATTENDEES LEARN

### Analysis & Strategy

*Ask the right questions, understand the data, and create strategic solutions for your bank.*

### Theory & Application

*Start with Principles of Leadership, and move on to Application of Solutions at your bank.*

### Education & Influence

*Become a center of influence in your department and throughout your bank.*

### Thought & Action

*Seek to understand – and then create a goal-oriented Action Plan for your bank.*

# EXPERIENTIAL LEARNING

## ACTIVITIES INCLUDE:

- Researching and presenting case studies on world-class, best-in-service companies, such as LinkedIn and Zappos, and identifying principles to apply at your bank;
- Reading groundbreaking books and bringing them to your bank;
- Conducting business interviews with potential customers in your market;
- Learning from former Leadership Institute participants;
- Class discussion with peers;
- Networking activities;
- Exercises that provide practice in implementing leadership skills;
- Attendance at various PA Bankers advocacy events;
- Creating a Leadership Action Plan;
- Guest speakers and expert presenters in the leadership field;
- AND More!



## LEARNING AND IMPLEMENTING LEADERSHIP

*The PA Bankers Leadership Institute is more than just a one-day seminar or conference. Over a period of 13 months, students will meet for six two-day sessions, with additional assignments and conference calls in between. This long-term learning model allows them to carry lessons back to the bank, implement solutions, and return to discuss results every three months with the class. The result is a more effective, customized approach to bank leadership.*

## TAKEAWAYS TAILORED FOR YOU

PA Bankers Leadership Institute participants do not only take home a content-rich binder, books and handouts, but they also return to their banks with a fresh approach to leadership, culture, employee engagement, performance and communication. Participants will be asked to complete a pre-session reading and will be eligible to receive up to 13.5 CPE credits for each two-day session. HRCI credits are also available.



# CURRICULUM

Through engaging, interactive sessions we cover these topics and more:

## CUTTING EDGE LEADERSHIP

- Sharing the Vision!
- From Success to Significance: Leadership that Matters
- Managing & Leading: A Time for Each
- Leadership Model: Communication, Engagement, Performance and Culture
- Leadership Styles: Owning Your Personal Leadership Style
- Managing People for Results
- Becoming a Center of Influence
- Advocacy: Make a Difference in Our Industry

## COMMUNICATION

- Communication Model
- Communication Styles: Owning Your Personal Style
- Verbal and Nonverbal Communication
- Your Most Critical Skill: Listening
- Creating an Environment of Trust
- Building Relationships and Networks
- Creating Bank-Wide Standards
- Strategies for Social Media
- Vector Out: Reports, Presentations, Meetings, Emails, Phone Calls and Texts
- Negotiation Skills
- Conflict Management

## ENGAGEMENT

- Engagement Model
- Leading Collaborative Teams
- Making the Bank's Success Personal
- Aligning Organizational and Personal Goals
- Engaging the Individual and Engaging the Team
- Leading Across Generations
- Motivating to Create Commitment
- Measuring Engagement
- Championing Engagement
- Regulatory Pressures, Market Pressures, Competitive Practices

## PERFORMANCE

- Performance Model
- Throughput Maps
- The Continuous Improvement Norm



- Data Drives Decisions – KPIs and Measurement in the Bank
- Forecasting & Managing Capacity
- Competency Models & Performance Reviews
- Coaching for Excellence
- Implementing a Mentoring Program
- Leading Performance Through Change
- Coaching & Mentoring Executives
- The Science of Performance

## CULTURE

- Culture Model
- Defining Your Current Culture
- Mission, Vision and Values
- Education, Development, Growth and Enrichment
- The Science Behind Happiness
- Leading Partnerships across Departments
- Creating a Culture
- Implementing a Culture
- Staying Nimble in a Changing World
- Diversity, Equity & Inclusion

## IMMERSIVE PROJECTS/GROUP PROJECTS:

- LAP: Leadership Action Plan
- Business Owner Interview
- Bank-Wide Book Club
- Expert Content Presentations
- Best-in-Class Company Group Projects
- Culture Decks
- Thought Leadership Presentations
- Participation in PA Bankers' Advocacy Events



## 2023-2024 SCHEDULE

Sessions:\* Aug. 9-10, 2023  
Oct. 25-26, 2023  
Jan. 10-11, 2024  
March 13-14, 2024  
April 10-11, 2024  
Graduation: May 22-23, 2024

## LOCATION

PA Bankers Training Room  
3897 N. Front Street  
Harrisburg, Pa. 17110

## COST

Members: \$5,500  
Affiliate Members: \$5,900  
Non-Members: \$8,250

## QUESTIONS?

Jackie Catalano  
Vice President,  
Professional Development



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## WHO SHOULD ATTEND?

### C-SUITE EXECUTIVES, MANAGERS, SUPERVISORS OR DEPARTMENT HEADS WHO:

- Are future or current leaders of the bank;
- Determine or implement bank-wide strategy and operations;
- Lead or supervise line operations;
- Lead or manage support functions in HR, IT, finance or risk; and/or
- Have an interest in improving bank culture and employee performance to contribute to the top and bottom lines.

## REGISTER NOW!

Register online at  
[www.pabankers.com](http://www.pabankers.com)  
or scan the QR Code  
for more information.  
*We hope to see you there!*



*\*Note: Attendance at all sessions is required. In the case of extenuating circumstances, participants must be granted permission in advance by PA Bankers' Jackie Catalano, vice president, professional development, and course instructor Dr. Linda Eagle. The missed work must be made up within an agreed allotted period.*