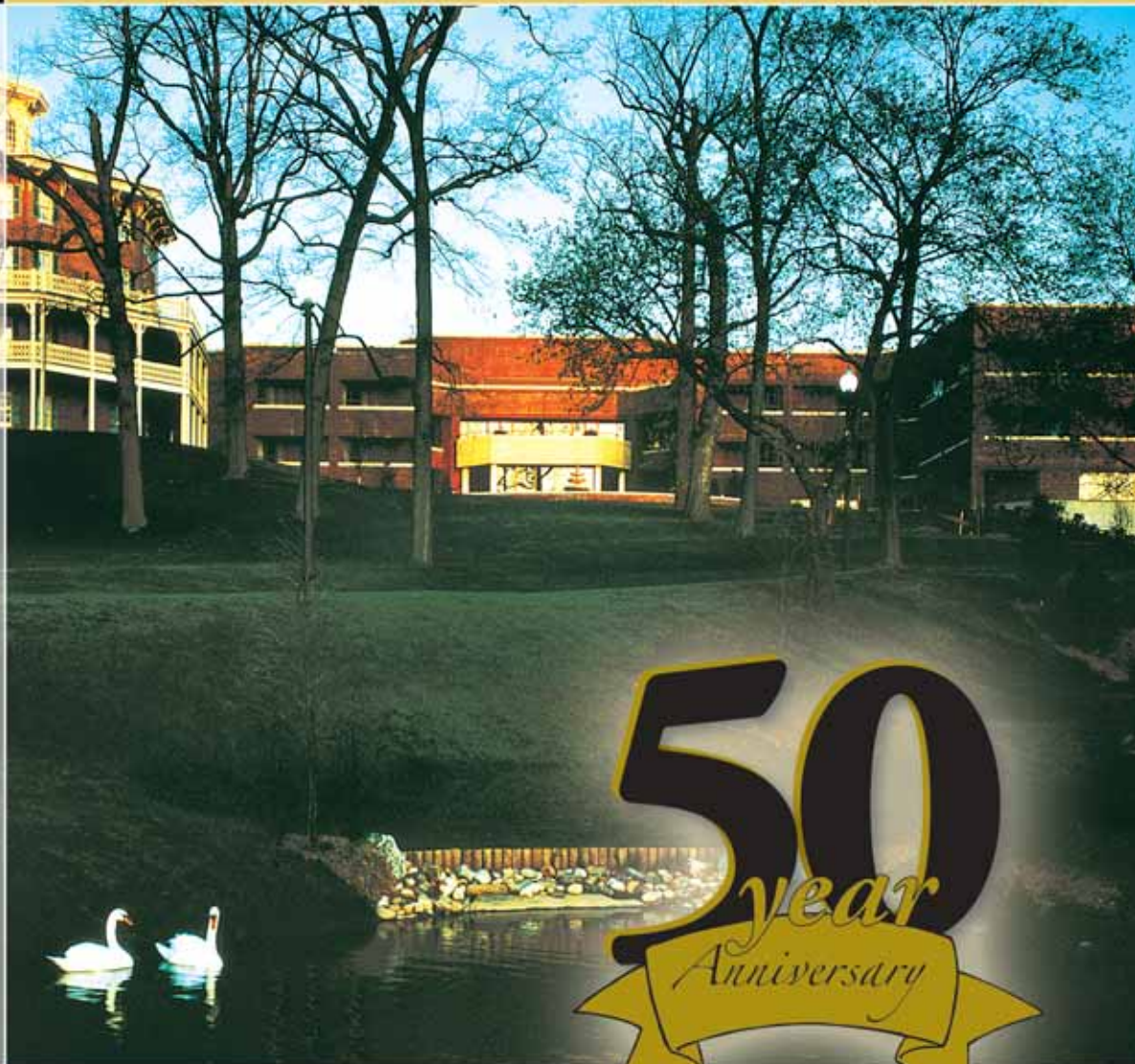


# Senior Leadership Institute

August 6 - 11, 2006

An  
Interactive  
Workshop  
for the  
Community  
Bank  
Executive



Mt. Washington Conference Center  
Johns Hopkins University  
Baltimore, MD

*"This was an inspiring week — the conversations and the people. My task now is implementation and commitment to self and others. I look forward to next year, and sharing those accomplishments with you."*

— Lorraine Boston, Executive Vice President  
Kennebunk Savings Bank Kennebunk, ME

*"I found the workshop extremely valuable as it forced participants to challenge themselves and think about everyday issues from differing perspectives. The two-year overlapping class structure is a terrific way to develop new relationships and forge bonds with banking professionals throughout the country."*

— John H. Clifford  
President & CEO  
Bank of Fall River  
Fall River, MA

### 2007 Program Topics

#### (proposed)

- Leadership Styles and Effectiveness
- Understanding Group Process and Participant Decision-Making
- The Ethics of Leadership
- Managing Employee Conflict
- Developing Trust and Vision
- Effective Presentations for the Senior Officer

### 2006 Program Topics

#### *Changing Values in Business and Society*

Loyalty, dedication, and job security, once held sacred by financial institutions, have taken a back seat to the impact of deregulation, open market competition, and the struggle for institutional survival. What are today's values and industry trends? Are they compatible with your personal and professional growth?

#### *The Future of the Family and the American Dream*

Is the American Dream of family security, guaranteed employment, a good life for your kids, and a rewarding retirement possible or just a fading fantasy of what might have been? Though we make more money, have better housing, and a higher net worth than previous generations, are we really better off? What have we sacrificed and what do we need to re-claim to achieve contentment? What trends will continue or escalate and how will we need to adapt our plans to achieve our own "American Dream?"

#### *Taking the Lead in Managing Risk and Strategic Goal Setting*

As a member of senior management, an executive must frequently bring together project team members with differing backgrounds and agendas. Balancing disparate cultures and levels of expertise can be critical skills for a leader. Using an exciting simulation, attendees will work in teams exploring the principles of risk management, team building, and planning.

#### *Leadership – How Do You Measure Up?*

In a pre-session assignment, you will fill out a checklist describing your own management style. Six of your subordinates will be asked to anonymously complete the same checklist, describing how they perceive these characteristics in you. A confidential comparative report will be prepared for you. The report will be compared to critical leadership requirements of succession planning, attracting and holding high potential talent, improving staff engagement and operating in a global environment.

#### *Leadership Accountability*

"It's not my fault!" This is a mantra heard across corporate America on a daily basis. The practice of finger-pointing and complaining is increasing at an alarming rate. The result: lower productivity and profits. This "blame game" epidemic can be stopped. It's up to you as a leader to hold people (including yourself) accountable for their actions. Greater accountability and ownership at all levels lead to higher productivity and better organizational results. In this session you will learn how to create a culture of personal accountability at every level of the organization, starting at the top.

#### *The Underdeveloped Leadership Tool: Listening – Really Listening*

One of the critical qualities of leadership is the ability to influence others. Communication excellence lies at the heart of that quality. While many books and courses cover effective presentations and business writing, very few spend time on effective listening, the third element in communication effectiveness. Through workshop exercises in small groups, participants in this session move beyond merely hearing to active listening to reduce stress, to improve understanding and rapport, to generate strategic ideas and to foster an atmosphere of trust and mutual respect.

#### *Going from Existing to Excelling ... and Taking Others With You*

Most people go through life merely existing when excelling — being the very best — is so readily attainable. Learn how to leverage the talent present in your organization and take it, and them, to the next level. Through a highly-charged, engaging workshop, you will understand critical success factors, learn the right questions to ask, and develop a personal action plan that will assist you in building your own personal center of excellence.



# 2006 Senior Leadership Institute

## Faculty

- Dr. Arthur Anderson, Fairfield University, Fairfield, CT
- Dr. Joseph Mancusi, Center for Organizational Excellence, Potomac Falls, VA
- Gloria Pritchard-Becker, America's Community Bankers, Washington, DC
- Leo McManus, L.F. McManus Co., Worcester, MA
- Dr. Karen Lawson, Lawson Consulting Group, Lansdale, PA

## Application Deadline

**May 31, 2006**

The incoming class is limited to 25 participants, so early application is recommended.

## Tuition

\$1,895 ACB members *(includes program and materials)*

\$2,395 Non-members *(includes program and materials)*

\$315 Room and board per night *(includes meals, private room, continuous breaks, receptions, fitness center access, gratuities and tax)*

## Location

Participants will be housed at the Mt. Washington Conference Center (owned by Johns Hopkins University) in private rooms (single occupancy) complete with high-speed Internet access, oversized workstations, voice mail, private balcony, coffee maker, and all hotel amenities. For some quiet relaxation, enjoy the game room or use the on-site fitness center. Mt. Washington is nestled in the hills just north of the city limits of Baltimore, 17 miles from BWI Airport and 15 minutes from the Inner Harbor. Baltimore is a city rich in history and culture, with popular attractions like Ft. McHenry National Monument, Oriole Park at Camden Yards, the National Aquarium, Little Italy and Fells Point. Visit [www.mtwashconctr.com](http://www.mtwashconctr.com) for more details and travel directions.

## Program Inquiries

Contact Gloria Pritchard-Becker at (888) 872-0275, ext. 3193 or by email at [gbecker@acbankers.org](mailto:gbecker@acbankers.org) for more information. Apply online at [www.AmericasCommunityBankers.com/edu](http://www.AmericasCommunityBankers.com/edu) or by mail or fax using the enclosed form.

**Previous attendees gave this program a rating of 4.9 out of a possible 5.0!**

*"As president, I don't have a peer group within the bank and my peers externally are competitors, so the opportunity to share with classmates thoughts and proposed deeds has been invaluable. Even more important to me, however, has been the way I think about my job and the impact of my actions on the behavior of others. I might have arrived at the same place in terms of thought process eventually, but I am grateful that I am here now."*

— Dana Gavenda, President & CEO  
Fairport Savings Bank, Fairport, NY



***"Banking is all about relationships! Managers acknowledge it; successful leaders practice it. SLI is a timely career incubator in which your leaders can grow successfully."***

— Denis J. Trom, Senior Vice President/Human Resources,  
Home Federal Bank  
Nampa, ID



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## APPLICATION FOR ADMISSION

Name \_\_\_\_\_ Title \_\_\_\_\_

Department \_\_\_\_\_ Nickname \_\_\_\_\_

Institution \_\_\_\_\_

PO Box \_\_\_\_\_ Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_

Number of Employees Reporting to You Directly \_\_\_\_\_ Indirectly \_\_\_\_\_

Years of Experience in Financial Institutions \_\_\_\_\_

College \_\_\_\_\_

Major \_\_\_\_\_ Degree \_\_\_\_\_ Year \_\_\_\_\_

Graduate School \_\_\_\_\_

Major \_\_\_\_\_ Degree \_\_\_\_\_ Year \_\_\_\_\_

Banking Schools Attended and/or Certificates Received:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Applicant's Signature

Date

APPLICATION DEADLINE: MAY 31, 2006

**Please return to:**

Ashlie Hampton  
Senior Leadership Institute  
America's Community Bankers  
900 19th Street NW, Suite 400  
Washington, DC 20006  
By fax: (202) 296-8586

**For information:**

Phone: (888) 872-0275, ext. 3193  
FAX: (202) 296-8586  
E-mail: gbecker@acbankers.org



*"I highly recommend this program. The staff, faculty, and organization are great. The concepts, techniques, and thought processes presented have provided a foundation for improvement in my performance and interpersonal relationship. The immersion in a remote location, full schedule, and planned activities promotes an atmosphere of learning without outside distraction and encourages a desire to improve. It is simply the best school or training I have ever attended."*

— Ken Maahs, VP,  
Residential Loan  
Underwriter,  
Consumer Loan Manager  
First Federal S&L Assn.  
McMinnville, OR

**NOTE:** An invoice for tuition, room and board will be forwarded to you if you are accepted for enrollment in the 2006 Senior Leadership Institute.

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**Y**ou have identified the effective managers in your organization. They are the ones who successfully implement the objectives of your bank. But who are the leaders within your management group? Who do you rely on to help shape the vision of the future, to promote core values, and to motivate the team to achieve the chosen goals? Recognizing that leaders-in-fact and leaders-in-training need a non-threatening environment to acquire or practice the skills of leadership, America's Community Bankers has designed a two-part leadership program – The Senior Leadership Institute. This highly-interactive workshop admits only a small group of senior executives, puts them in a supportive learning environment with the best leadership facilitators and gives them an opportunity to explore the role and responsibilities of a leader.

## Who Should Attend

CEOs, executive officers, members of the management team or officers with this leadership potential are encouraged to attend. It is highly recommended for graduates of ACB's National School of Banking and other graduate-level banking schools.

Class size is limited to allow for maximum education benefit and personal attention. Peer interaction and lively discussion are hallmarks of this excellent executive program.



*"The topics were extremely well done, and were very much on point for the challenges that leaders face. The management direction the school promotes is a direction we have been working toward as an organization. I was the first in my bank to go, but we have decided to send several other senior managers. Another tremendous benefit is people that you meet. These are executives and senior managers, and the opportunity to network with them and discuss other banking issues has been invaluable."*

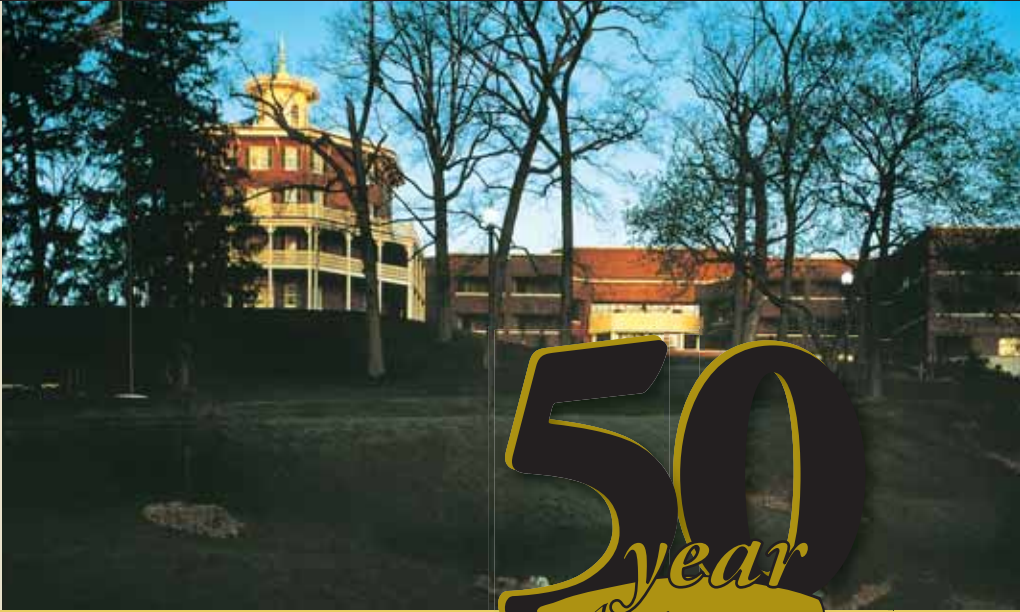
— Sandi Chalmers, EVP and Chief Financial Officer  
Home Bank, Lafayette, LA

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*An Interactive Workshop  
for the Community  
Bank Executive*



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*Bank Executive  
for the Community  
An Interactive Workshop*  
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2006 Senior Leadership Institute

