



2024
***Emerging
Leaders Program***



IDAHO BANKERS
ASSOCIATION

EST.  1905

Emerging Leaders Program

In this year-long program, you will learn the characteristics and skills of an effective and trustworthy leader; the principles and practices needed to develop people to be the best that they can be at what they do; gain the knowledge and abilities that create and maintain high-quality work processes; and the foresight to create a work culture that will outlive your presence. As a participating leader, you will be immersed in a fast-paced, hands-on learning experience culminating in practical, on-the-job application.

What is an Emerging Leader?

An emerging leader is a young banker or member in the financial industry who has a desire to become a leader and a member in Idaho's next generation of bank leadership. We are looking for individuals who are motivated to learn and who are seeking opportunities to enhance their professional growth. Each candidate should be under the age of 35 OR have less than 10 years of banking experience.

Who should attend?

Those who will thrive in this environment are going to be motivated individuals who want to sharpen their leadership skills and meet like-minded colleagues from around the state.

What will I learn?

Throughout the year, bankers will learn the importance of proper self-management and the critical tools needed to become an effective leader.

Each session will focus on developing necessary management and leadership skills that can be implemented in your everyday life. At the end of each year, emerging leaders should be able to demonstrate an increasing level of responsibility, potential to play a leadership role in Idaho banking, and a desire to further their careers and grow professionally.

For more information, please visit the Idaho Bankers Association website at idahobankers.org/leadership or email Jhall@idahobankers.org

What commitment am I making?

With the acceptance into the emerging leader's program, you are committing yourself to a year of constant learning. The program will consist of four, two-day events scheduled over the course of the year. These sessions are centered on developing leadership and management skills by using creative instruction techniques and active participation.

What is your bank's investment?

The cost per Emerging Leader is \$3,000 (including all instructional material and excluding travel and lodging). In the end, your bank will receive a polished and loyal professional who is committed to enhancing their leadership and development skills, and making an impact at their company and within their community.

Class schedule & curriculum

Classes will be held over a two-day period once a quarter. Each cohort will start in February and graduate in November. Class sessions will be split between Boise and Idaho Falls. Emerging leaders will learn the essential tools of self-management through self-reflection and personal assessment; learn how to effectively lead others through trust and communication; and how to create a lasting legacy within their profession. They will also learn the importance of public policy and government affairs and how it directly impacts the financial industry in Idaho and the United States; as well as successfully learn to navigate regulatory impacts on the industry.

What if I have to miss a session?

Attendance at each session is mandatory. If a participant has to miss one session, they can still graduate from the program if they make up the missed session in a subsequent year within 3 years for no additional cost. If they miss more than one session, they can begin the program again the following year at no additional cost.

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Program Curriculum

Developing Self

Session I

February 12th & 13th, 2024 - Boise

In their first session, Emerging Leaders will examine the five core values of self-management: managing authority with humility, communicating effectively, managing time with purpose, displaying and maintaining emotional health, and achieving personal versatility.

You will:

- Formulate a personal development plan based on self-assessment
- Create a prioritized work schedule to maximize personal effectiveness
- Identify the causes and potential solutions for miscommunication
- Practice adapting leadership styles to a variety of follower needs

Managing Others

Session II

April 11th & 12th, 2024 - Eastern Idaho

In the next session, examine the essentials of leading others: creating a climate of trust where people thrive, discovering and developing the skills and talents of individuals, building team cohesiveness and productivity.

You will:

- Formulate a strategy for developing a climate of mutual trust
- Identify and meet employee motivational needs
- Write and communicate performance expectations
- Lead supportive and corrective coaching sessions
- Participate in and identify the four stages of team development

"The program is engaging, educational and offers an array of practical tools that I have been able to easily apply to my own professional growth. Highly recommend!"
-2022 Emerging Leaders Program Graduate

Public Policy & Government Affairs

Session III

July 2024, Date TBD - Boise

IBA's third session will provide knowledge to execute conversations with public officials and utilize firsthand the advocacy skills obtained in the program with Idaho Lawmakers. Learn how best to make your voice heard and get your point across, and learn the political process necessary to implement positive change.

You will:

- Learn about and engage in public policy discussions related to the financial industry
- Meet with state agencies, regulators and congressional leaders
- Develop position papers and talking points
- Participate in a mock legislative hearing using the materials you develop

"I enjoyed the third session immensely. Getting to see behind the curtain of the elected officials and how they are collaborating to accomplish the goal of the betterment of the State of Idaho."

-2022 Emerging Leaders Program Graduate

Economic & Financial Leadership

Session IV

November 5th & 6th, 2024 - Boise

In their final session, emerging leaders will narrow their focus to issues concerning economic and financial leadership. They will hear from key economic leaders, financial industry regulators, and policy advisors on the cutting edge of the issues that affect those working in banking today and into the future.

You will:

- Learn how economic leaders approach decision making
- Interact with key state and federal regulators
- Identify the current and future issues facing banking and the financial industry
- Complete and deliver the program's capstone report

*100% of Emerging Leaders graduates
would recommend the program to others
in their organization.*