Executive Development Institute for Community Banks

A program for up-and-coming C-level executives whose work efforts influence the future direction of their banks

Currently welcoming applications for a participant-cohort to begin April 2016 and end October 2017

www.GSBColorado.org
Recent estimates suggest that around 8,000 baby boomers turn 65 every day and a good number of these are senior managers of community banks. As such, there is a serious need for succession planning and initiatives to help develop senior managers.

To ensure the success of your bank moving forward, it is essential to invest in its future leaders.

**KEY FEATURES OF EDI:**

- Customized to individuals and their banks
- Emphasis on strategic thinking
- Focus on personal development
- Focus on understanding your bank’s organizational culture and implications
- Development and implementation of initiatives to increase fee income and better manage overhead costs to improve bank profitability
- Small cohort size encourages valuable networking and peer-to-peer learning

**Executive Development Institute for Community Banks**

Why pay an executive search firm 30-35% of a senior officer’s salary and benefits if your bank can develop its own internal candidate?

“Our bank is presently orchestrating a change in leadership, and this program was exactly what we were looking for to ensure that the transition is a success.”

— Jim Mensching, President, Itasca Bank & Trust Co., Itasca, IL
Is your bank’s next leader **prepared**?

The Executive Development Institute for Community Banks is beneficial to community banks of varying asset sizes and business models. Current program participants are from banks with assets ranging from $70 million to $4.3 billion.

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**Leadership Development**

- Participants receive 10+ hours of individual executive coaching
- Participants receive mentoring by a community bank executive from a similar institution outside the participant bank’s trade area
- Extensive use of leadership, coaching, team building and communication diagnostic tools

**Profit Improvement**

- Comprehensive internal risk assessment and strategic directives
- Bank-specific initiatives to increase non-interest income and/or reduce non-interest expense
- Participants in the first cohort reported an estimated annual addition to the bank’s bottom line of approximately $232,000 pre-tax, on average*

**Succession Management**

- EDI offers community banks an opportunity to grow executive-level talent internally
- Participants conduct a bank-specific talent management analysis
- Participants identify strategies for developing employees throughout the organization to prepare for change

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*The banks ranged in size from $147 million to $1.3 billion with the improvement to earnings representing 0.48% of assets.

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“After two sessions, I began working on a project that is saving my bank more than $100,000 a year. I was promoted and named to the bank’s board of directors shortly after that. My CEO has been so impressed that he wants to send someone else when I’m finished.”

— Heyward Gould, President, FNB of Central Alabama, Tuscaloosa, AL
EDI is 19 months in length, and includes four in-person sessions in Denver, Colorado. GSBC is currently accepting applications for a new participant-cohort of 10-15 individuals to begin April 2016 and end October 2017.

**Session I:** April 17-20, 2016  
**Session II:** October 16-19, 2016  
**Session III:** April 23-26, 2017  
**Session IV:** October 15-18, 2017

Attendees are eligible to receive CPE credits.

**Tuition:** $7,500 per session*  
* Tuition includes all course materials, executive coaching, mentoring, hotel and some meals. Payment is due 90 days prior to the start of each session. All cancellations must be received in writing, and are subject to fees outlined on the application.

**Admission requirements:** A candidate for admission to the Executive Development Institute must be an employee of a taxable, FDIC-insured financial institution where the applicant is a full-time employee or someone whom the institution’s board of directors has identified as a C-level candidate.

Visit www.GSBColorado.org for more information and an application. Candidates must meet admission requirements outlined on the website, and apply by March 1 to be considered.