

# Emerging Leaders

Arizona Bankers Association

## Plan Ahead for 2020!



ARIZONA BANKERS  
ASSOCIATION

in partnership with



KEYSER  
relentless client champion

MAGNA  
Leadership Solutions LLC

### Why

According to a Crowe Horwath, LLP 2017 survey, banking turnover is at a ten-year high, non officer turnover is 18.9%, officer turnover is 7.3%, and both are on the rise. As a result, banks are investing in the three elements of leadership development: Constant Learning, Investing in Others and Being Humble. (ABA Journal, Aug. 2017).

### Today

Emerging Leaders are the lifeline to future success for individual banks.

### And

Each year banks compete to hire and retain the best talent in the industry.

### However

The appeal to enter or stay for the incoming generation is declining.

### Therefore

AzBA, in partnership with Magna Leadership Solutions & Keyser, created and delivered a new approach for leadership development.

### What is Different

Guided & Applied Integrated Learning® (GAIL) - Continuous Learning.

## 2017 & 2018 AzBA Emerging Leader Graduate Survey Responses

This program provided tools and techniques I could immediately apply to my job.....

100%

The ROI was significant for the investment in this 6-month program.....

88%

My time investment in this 6-month program provided excellent value.....

96%

I would recommend the Leading *Forward* Program to my colleagues in banking.....

92%

Video on the Leading *Forward* Program: [https://magnaleader.co/AZBA\\_Emerging\\_Leaders](https://magnaleader.co/AZBA_Emerging_Leaders)

Video testimonials from Leading *Forward* Graduates: <https://magnaleader.co/Testimonials>

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## Frequently Asked Questions (FAQs)

### Who should attend?

Leaders at all levels, including individual contributors being groomed for future leadership roles.  
Those who have exhibited potential to lead.  
High potential "keepers" that you don't want to lose.

### What makes this program different?

This is not "training."  
Our system moves learning from stand-alone events to a connected process of continuous learning.  
The focus is on solving each individual's real problems, using proven tools to accelerate solutions.  
The program shifts the leader's conversations from "ME" to "WE".

### What is the time commitment?

The program is designed to run for 6-months but, since it's built with 100% integrated modules, the design can be customized in length or content to meet your unique bankers needs.  
Program starts can be at any time in the year with cohort sizes of 12 to 30 participants.

**Solutions Now® Workshops** are delivered in monthly 4-hour face-to-face sessions

**Mastermind Sessions** are one hour, once a month (virtually)

**Capability Partner & Reinforcement Messages** weekly, individually or in pairs (virtually or in-person)

### What results should AzBA members expect?

Measurable increase in leader competencies.  
Measurable improvements in employee engagement and leader ratings.  
Enhanced fill rate for leadership positions from within the bank.  
Expanded *Span-of-Control*, with increased numbers of direct-reports per leader.

### Content Covered:

Leadership, Communication, Motivation & Engagement, Problem Solving, & Strategic Thinking

### We use an integrated approach of five key continuous learning elements:

1. **Solutions Now® Content Workshops** - problem-based & bank focused for immediate application
2. **Reinforcement Messages** - JIT knowledge and action items for weekly challenges
3. **Mastermind Sessions** - Sharing of successes and challenges & facilitated problem-solving
4. **Capability Partners** - Building a community culture through 1-on-1's with colleagues at sister banks
5. **Realtime Feedback Dashboard** - Automated proprietary web-based tool for continuous improvement delivered confidentially

## What does the program cost?

\$1925

**Thursday 2020 Session Dates: Aug. 13, Sept. 10, Oct. 8, Nov. 12 & Dec. 3**

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