

# Executive Development Institute for Community Bankers®

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?

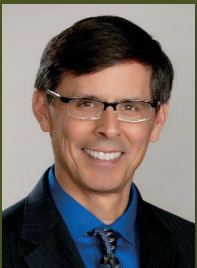
The Executive Development Institute for Community Bankers is a program for up-and-coming C-level executives whose work efforts influence the future direction of their banks. Participants attend four, four-day sessions in Colorado which are hosted every six months, in April and October respectively. A dual curriculum of advanced leadership and bank management strategies prepares participants for the challenges associated with leading a community bank in today's increasingly competitive environment.

## LEADERSHIP DEVELOPMENT

- Supports succession planning initiatives by developing C-level candidates internally
- Participants receive 10+ hours of individual executive coaching and 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

## BANK MANAGEMENT

- Comprehensive internal risk assessment and strategic objectives
- Bank-specific talent management analysis with strategies for employee growth and development
- Bank-specific initiatives to increase non-interest income and/or reduce non-interest expense, resulting in financial benefits far exceeding program cost for all EDI graduates to date\*



*"If you have C-suite aspirations, I highly recommend this program. The instruction is world-class. Faculty and coaches offer classroom instruction and practical exercises that benefited me as a leader and had a positive impact on our bank's performance, our customers, our employees and the communities we support. A vital part of this program is also getting away from the day-to-day operations of the bank, spending time immersed in learning with and from peers who are facing the same challenges and opportunities. My classmates are going to be a valuable network for me for years to come."*

— Arnold Strebe, President,  
Starion Bank, Bismarck, ND, Class of 2018

## 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
- ▶ Development and implementation of initiatives to improve bank profitability
- ▶ Small cohort size encourages valuable networking

## Apply Today!

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 2019 and end October 2020.

SESSION I: April 14-17, 2019  
SESSION II: October 27-30, 2019  
SESSION III: April 26-29, 2020  
SESSION IV: October 18-21, 2020

Visit [www.GSBColorado.org](http://www.GSBColorado.org) for tuition details, admission requirements and an application. GSBC alumni and candidates who apply by December 31, 2018 are eligible for discounts. Space is limited; early enrollment is advised.

