



WVBankers is excited to announce the release of our newly revamped Emerging Leaders Program for 2020!

We have teamed up with **ABA and Wharton** to offer a top-notch certificate program for your bankers.

In the last few months, we have been tirelessly working to improve our Emerging Leaders program and we believe that the changes made will give your bankers a robust, comprehensive training program.

Once completed, they will graduate with a certificate from the WVBankers as well as an Emerging Leaders certification from ABA-Wharton.

This 12-month program contains the following elements:

- **Two Legislative Day visits**
 - Orientation: Introduction to Grass Roots Advocacy and Legislative process and opportunity to observe, for the first time, the board governance of the association.
 - Graduation: An opportunity to revisit advocacy after their year of curriculum, network with their peers and other industry leaders and welcome the incoming class.
- **Two Seminars**
 - Communication Seminar (Chuck Stump, Performance Group): a workshop designed to help our emerging leaders become more effective communicators. Curriculum will also include a module on Coaching for Performance, Legislative Update from Loren Allen and a follow up on the importance of advocacy from the Legislative Day event.
 - Corporate/Personal 5 & 10 year Development Plan (Bernie Deem, AlignHR): This seminar is designed to help our Emerging Leaders to set goals, plan for their future and lay out a path for success, both in their personal and professional life.
- **Wharton Emerging Leaders Certification Program (Partnership with WVBankers, ABA and the prestigious Wharton School through the University of Pennsylvania)**
 - Introductory Video Wharton Professor Peter Cappelli and ABA's Jim Edrington
 - Success:
 1. Launching your Personal Search for Success
 2. How to Think about Success on your Own Terms

- 3. Diving Deeper: What Research Tells Us About Achievement and Happiness
 - 4. Putting it Together: Charting Your Path to the Future
- Leading the Life You Want:
 - 1. Leadership from the Point of View of the Whole Person
 - 2. Develop the Six Leadership Skills of Conveying Values through Stories
 - 3. Learn the Six Leadership Skills of Aligning Actions and Values
 - 4. Learn the Essential Leadership Skills of Creating a Culture of Innovation
- Influence:
 - 1. Define Influence
 - 2. Examine Social Networks and Relationships
 - 3. Develop your Persuasive Tactics and Rhetoric to Increase your Influence
 - 4. Examine the Ethical Implications of Persuasion
- Communication:
 - 1. Cooperation, Competition and Comparisons
 - 2. Trust
 - 3. Deception
 - 4. Effective Communication
- **Two Peer to Peer telephone conferences**
 - Discuss progress on modules
- **Emerging Leaders Community Service Project (Bankers Choice):**
 - Design, complete and execute a community service project in your community.
 - Draft a report to share with the Future Leaders describing the project: why it was important to you and your community, and what affect the project will have on your institution, community and you as a volunteer.

We would like for your bank to nominate a few bankers to go through our 2020 Emerging Leaders program.

This program is an excellent opportunity to engage the next generation of banking leaders in dealing with issues facing the industry through new perspectives on leadership. **Send in the applications ASAP, deadline for submissions is December 13.**