The NJBankers LEADERSHIP ACADEMY

The New Jersey Bankers Leadership Academy is an opportunity to learn the skills for moving the bank into the future and ultimately support advocating for the banking industry. Help cultivate and advance the careers of these individuals by achieving their personal goals of success. It's a win-win-win situation for all; the bankers, the institution and the industry!

****

Success Through Effective Management (STEM)

This program is designed for Assistant Branch Managers, Branch Managers, and Department Managers

This three-day program will focus on the following:

- Session 1: Management Fundamentals (April 20, 2017)
- Session 2: Coaching for Success (May 25, 2017)
- Session 3: Planning & Conducting Effective Performance Evaluations (June 22, 2017)

The STEM Curriculum:

✓ **Session 1: Management Fundamentals**
- Characteristics and behaviors of effective managers
- Understanding and Maximizing Your Management Style via DISC Assessment
- Motivating a Multi-Generational Staff
- Understanding and Managing Change
- Promoting Teamwork

✓ **Session 2: Coaching for Success**
- Identifying Coaching Opportunities
- Using Effective Feedback to Address Performance Problems
- Creating Meaningful Individual Coaching Plans
- Conducting effective coaching sessions
- Dealing with Challenging Employee Situations

✓ **Session 3: Planning & Conducting Effective Performance Evaluations**
- Understand the Components of Performance Management and the Manager's Role in the Process
- Learn to Prepare an Effective, Factual, and Legal Performance Evaluation Form
- Know how to set Achievable Performance Expectations and Fairly Evaluate Employees
- Gain knowledge of the most effective means to Conduct a Performance Evaluation Discussion
- Understand the importance of Effective Communication in Discussing Performance with Employees on an On-going basis

****Certificate to be awarded upon completion of all three sessions.**

(LIMITED REGISTRATION)

The STEM Program can be customized specifically for your organization and delivered at your location. Contact us to get more information about our in-house training options.

Presented by: NJBankers MAKING CONNECTIONS

Designed by: PERFORMANCE MANAGEMENT SOLUTIONS

in Partnership with: CENTER FOR FINANCIAL TRAINING

THE NEW JERSEY BANKERS, LEADERSHIP ACADEMY, continued

Your Instructor:
Cynthia S. Rowan, Ph.D.
President, Performance Management Solutions

Dr. Rowan is a seasoned professional with an extensive background in banking; having successfully served in a variety of positions within the retail, lending, and credit areas as well as an officer in the areas of human resources, training, and employee development. Since 1992, Rowan has served as President of her own consulting firm, Performance Management Solutions. During her consulting career, she has helped a variety of financial service institutions improve their profitability by designing and implementing training initiatives in the areas of leadership, management, and service excellence, creation of coaching cultures to support continued learning, and performance management strategies to foster employee growth and accountability.

THE NEW JERSEY BANKERS, LEADERSHIP ACADEMY, continued

STEM Program
NJBankers
411 North Avenue East
Cranford, NJ 07016

Dates:
Session 1 – Thursday, April 20, 2017
Session 2 – Thursday, May 25, 2017
Session 3 – Thursday, June 22, 2017

Registration: 8:30 a.m. – 9:00 a.m.
Program: 9:00 a.m. – 4:00 p.m.

Location:
New Jersey Bankers Association
411 North Avenue East
Cranford, NJ 07016

TO REGISTER

By Mail:
New Jersey Bankers Association
411 North Avenue East
Cranford, NJ 07016

By Fax:
908-272-2720

Online:
www.njbankers.com

Questions?
908-272-8500

Registration Information: Program fee includes seminar materials, Continental Breakfast, luncheon and refreshment breaks. The deadline to register is **April 6, 2017**. Registrations will be accepted after the deadline based on a space available basis. After **April 6, 2017**, refunds will ***not*** be granted. However, substitutions for the entirety of the three day program will only be honored. All cancellations must be submitted in writing.

In case of inclement weather, please call the New Jersey Bankers Association office after 6:30 a.m. for a message on cancellation.

Dress Code: Business casual attire is appropriate.

REGISTRATION

Attendee:
Name: _____

Title: _____

Company: _____

Address: _____

City/State/Zip: _____

Phone: _____ **Fax:** _____

Cell Phone: _____

E-mail: _____

Attendee Registration Fee:
☐ **NJBankers member - $895**
☐ **NJBankers add'l member - $870**
☐ **Non-member - $1,045**

☐ **I will require special accommodations/dietary needs to participate.**
Please List:_____

PAYMENT METHOD
AmEx__ Visa__ MasterCard__Discover__Check __

Name on Card_____

Card # _____

Exp. Date_____ **CCV#**_____

Phone #_____

Signature_____

The STEM Program can be customized specifically for your organization and delivered at your location. Contact Cris Goncalves to get more information about our in-house training options.

Program:
Cris Goncalves
908-272-8500, ext. 630
cgoncalves@njbankers.com

Registration:
Diane Starr
908-272-8500, ext. 600
dstarr@njbankers.com

Follow Us On: