

IMAGINE. BELIEVE. ACHIEVE.



DON'T
MISS THIS
INAUGURAL
EVENT!

BANKING ON WOMEN CONFERENCE

November 8 - 9, 2017
Indianapolis Marriott North
Keystone at the Crossing



IMAGINE. BELIEVE. ACHIEVE.



*Devoted to the development of Indiana women in banking. The inaugural **Banking on Women Conference** is your opportunity to unlock your potential, build confidence and help you chart a course so you can own your future!*

This conference, where women take the lead, encourages professional development and leadership in your bank, while also promoting the importance of fostering relationships and inspiring women to reach their career goals and aspirations. Our powerhouse speakers will help you advance your decision-making and negotiating processes and teach you how to deliver and apply these insights to benefit your future and your financial institution's future.

The event will benefit all levels of staff from any financial institution or financial services provider interested in the enhancement and career growth of women in Indiana. This conference will give you the opportunity to network with other professional women and discuss similar challenges and solutions.

*Thought leader Marie Forleo says that "**Clarity comes from engagement, not from thinking about it.**" Don't just think about how to be successful. Join us at the Banking on Women Conference, and engage in this opportunity for the development of your future success!*

Who Should Attend: *The Banking on Women Conference welcomes members of any financial institution or financial services provider interested in the enhancement and career growth of women in Indiana.*

Banking on Women Conference Committee

*Conference Chair
Annette M. Russell
Security Federal Savings Bank, Logansport*

*Lisa Arnold • Home Bank SB, Martinsville
Emily Boardman • Crossroads Bank, Wabash
Karen Cameron • iAB Financial Bank
a division of First Merchants Bank, Fort Wayne
Darlisa Davis • First Merchants Bank, Muncie*

*Karen F. Gregerson • The Farmers Bank, Frankfort
Marie Haley • First Savings Bank, Clarksville
Bali K. Heir • Krieg Devault LLP, Indianapolis
Becky Hickman • German American, Jasper
Michele Kawiecki • First Merchants Bank, Muncie
Dianna B. Land • Springs Valley Bank & Trust Company, French Lick
Shane Pilarski • Alliance Bank, Francesville
Sherri Reagin • North Salem State Bank
Jennifer L. Van Horn • First Farmers Bank & Trust Co., Converse*

CONFERENCE AGENDA

WEDNESDAY NOVEMBER 8, 2017

12:00 – 5:45 PM

REGISTRATION INFORMATION DESK OPEN

Lunch on Your Own

1:00 PM

WELCOME AND OPENING REMARKS



Annette Russell
IBA Chair
and Conference Chair
President and CEO
Security Federal
Savings Bank
Logansport



Amber Van Til
President and CEO
Indiana Bankers
Association

1:15 – 2:15 PM

THE EMOTIONALLY INTELLIGENT LEADER: DRIVING CHANGE AND ENGAGEMENT

Heather Haas, President
ADVISA

High emotional intelligence differentiates the best leaders from the rest. In fact, 90% of leaders who are objectively benchmarked as “top performers” have high emotional intelligence compared to their peers. That’s because strong emotion has the power to override rational thinking. Emotions tend to be strongest during times of stress, change and transition. Furthermore, most organizations have up to four dif-

ferent generations trying to communicate and work together positively. Thus, leaders who are highly self-aware and can self-manage their emotions, communications and behaviors during times of change and transition will achieve greater success and prosperity.

In this session, participants will:

- Understand the 15 competencies that comprise emotional intelligence.
- Build self-awareness through discussion of personal EQi 2.0 results report.
- Consider important generational differences that impact employee engagement and performance.
- Identify leadership’s role in creating a healthy work culture where multiple generations can thrive.
- Identify strategies for managing emotions and behaviors to achieve better outcomes and relationships.

2:15 – 3:00 PM

Networking Refreshment Break

3:00 – 4:30 PM

CRACKING THE COMMUNICATION CODE

Sarah Gibson, Founder
Accent Learning and Consulting LLC

We’ve all had it happen. You say something, and what you say is misinterpreted and blown out of proportion. We’ve found ourselves frustrated, angry and discouraged. Join Sarah Gibson, consultant and speaker, as she helps us crack the communication code to be more effective with our teams. During this session, we’ll identify four main communication preferences to help you simplify interactions in an effective and clear manner. You’ll learn more about your own style and the styles of your teammates, and the ways these styles clash and complement one another. Finally, and most importantly, we’ll discuss steps you can take to be more effective across communication styles. Sarah will walk us through a baseline model and provide us with tools for greater interpersonal effectiveness.

4:30 – 5:30 PM

DISRUPTION → INNOVATION

Jill Castilla, President and CEO
Citizens Bank of Edmond, OK

How did a little community bank in Edmond, OK drastically shift from an institution on the brink of extinction to a thriving, innovative community bank in a matter of years? Hear the battle stories and successes of Citizens Bank of Edmond from President and CEO Jill Castilla. From social media to music videos to cash mobs, Citizens has differentiated itself in the banking industry. Learn best practices, ideas and strategies that you can take back to your own bank.



5:30 – 7:00 PM

BANKING ON WOMEN NETWORKING RECEPTION

Network with your peers from across Indiana with interactive food and beverage stations. Following the reception, make your evening extra special by taking part in a Dutch treat dine around with fellow Banking on Women attendees.



7:00 PM

DINE AROUND – DUTCH TREAT

What better way to complete the first day of the Banking on Women conference than by relaxing and dining with other attendees? The IBA has selected several choice spots for the perfect evening of good food, lively conversation and friendship-building opportunity. When you arrive at the conference, choose from several Dutch treat dine around options created exclusively for this event.

THURSDAY NOVEMBER 9, 2017

6:30 – 7:15 AM

RISE AND SHINE YOGA

Shine with all you have! Be happier and healthier in daily life through a welcoming and accessible approach to yoga and wellness. Grab your mats as we start the day in a fun and creative way. You will breathe, focus and create a foundation to be your personal best.

7:00 – 4:00 PM

REGISTRATION INFORMATION DESK OPEN

7:00 – 8:00

CONTINENTAL BREAKFAST

7:45 AM

WELCOME AND OPENING REMARKS

Amber Van Til, President and CEO
Indiana Bankers Association

8:00-9:30 AM

PUSHING THE LIMITS — LEARNING TO LIVE THE LIFE YOU CHOOSE BY EMBRACING YOUR FEARS!

Juli Lynch, Ph.D., President

Turning Pointe Coaching & Consulting

"We hadn't slept in 36 hours, except for an hour on the banks of a crocodile-infested river. We were soaking wet, and the temperature was just above freezing. We each had a garbage bag to use as a sleeping bag. The Navy SEALs who were my teammates wrapped the black plastic around their torsos — I was small enough to crawl inside. I wondered, What am I doing here? The World's Toughest Expedition Adventure Race! Would I continue to be strong enough to keep up with these U.S. Navy SEALs? Would I make it despite injuries, exhaustion and intense international competition? I knew I had to keep pushing on, no matter my FEAR."

When was the last time you did something that really scared you? To be successful in today's banking environment, you must be willing to push yourself beyond any limiting beliefs you have about yourself. Women leaders in banking have had a unique historic challenge when it comes to pushing the limits. What does it mean for you

personally and professionally to show up each day seeking the vision you have of yourself and the vision you have for your team and the bank? What risks are required? How much courage do you need to find within yourself? How do you walk the razor edge between pushing your perceived limits and retaining the respect of those around you? You'll be on the edge of your seats as Juli weaves her story of racing across Australia in the discovery Channel's Eco-Challenge with the Navy SEALs. Find out how the personal lessons Juli acquired as a solo woman training and racing with the U.S. Navy SEALs in expedition-length races can apply to your experiences as a woman in banking. You'll walk away inspired and ready to embrace your fears, take risks and push the limits for yourself and others.

9:30-9:45 AM

Networking Refreshment Break

9:45-10:45 AM

BE THE BRAND: ELEVATING THE STATUS OF YOU!

Tamara Jacobs

Tamara Jacobs Communications Inc.

An internationally renowned strategist and author, Tamara will be providing surprisingly easy-to-apply business insights and tips in an approachable, actionable and authentic way that encourages women to find their voices and realize their potential. Using excerpts from her book, Your Ultimate Success Plan, Tamara will help attendees recognize the pitfalls too many of us experience, expose them for what they are, how they hold us back, and apply the benefits the inaugural Banking on Women Conference audience will reap once they declare their independence.

This session will help attendees address negative patterns, make them aware of self-limiting behaviors so they can project and receive more of the positive — clear away the underbrush and create a focused and purposeful path to getting themselves and their business accomplishments recognized, rewarded and promoted.

Content:

During this engaging, energized and interactive session, we will discuss and demonstrate fast, proven techniques to connect and persuade in every anticipated situation and venue. Namely:

- Be your own brand (Define It. Create It. Communicate It.)
- Build a fan base
- Don't taste the "whine"
- Strive for excellence, not perfection
- Assertive versus aggressive
- Use appropriate body language, eye contact and facial expression
- Prevent the unconscious apology
- Develop executive presence

(what gets seen, gets heard)

- Be your own advocate
- S.H.O.P.® your potential (Get Seen, Have a Plan, Be Opportunistic, Stay Persistent®)

At the end of this fast-paced session, attendees will be inspired to elevate their impact: driving transformational outcomes through enhanced awareness and application that encourage customers, business partners and peers to think, act and believe differently.

10:45 – 11:00 AM

Networking Refreshment Break

11:00 AM – 12:00 NOON

ELEMENTS OF CHAMPIONING WOMEN IN BUSINESS: SHAPING DIVERSITY & BIAS THROUGH MENTORSHIP

Toni Widman, President & CEO

Integrated Talent Solutions LLC

Jackie Delagrange, Novel Roots LLC

Nancy Steigmeyer, Novel Roots LLC

Being a champion to women in business is a key component to building a mentor/mentee relationship. This presentation focuses on how to be a champion for women and develop lasting relationships inclusive of diverse and unbiased perceptions.

The topics of focus are:

- Unconscious bias and cultural awareness
- Stereotype and stereotype threat of women in business
- Promoting diversity through championing relationships
- Mentoring philosophy through being a champion for others

Learning Outcomes:

- Learn to be cognizant of potential bias which is natural, based upon our inherent perspectives.
- Recognize the importance of self-reflection as a method for understanding one's own biases
- Diminish stereotypes of women through relationships built upon championing others
- Develop strategies to mitigate bias
- Understand more about yourself with respect to your cultural awareness and your own biases

This session will be presented by a family of brands offering unique customized solutions to organizations from talent acquisition, culture fit, leadership development and change management to enhance overall organizational effectiveness strategy. Moellering Management, Novel Roots, and Integrated Talent Solutions offer a unique approach to assisting organ-

izations with their people process which distinctly sets us apart from typical consulting companies. Together our approach is to help companies identify, select and develop the RIGHT team members. If you are looking for the proven path for strengthening your organizational business practices, the combined knowledge and experience of this dynamic trio is ready to serve!

12:00 – 2:00 PM

LUNCHEON WITH GUEST SPEAKERS

2:00 – 3:30 PM

BUSINESS FINESSE: SAYING AND DOING THE RIGHT THINGS AT THE RIGHT TIME

**Danielle Turcola, President,
Professional International Inc.**

Did you know our competence and trustworthiness are determined in 1/4 of a second? Danielle Turcola, executive consultant and coach, shares how making the right or wrong choices determine the perception others have of you and your capabilities. She will give you a success formula to propel your career, garner higher salaries and excel in a male-dominated world.

Session includes:

- Dressing business-ready – position yourself for unexpected opportunities that advance your career
- Regain your ground when someone tries to pass your idea off as theirs
- Credibility robbers that diminish your effectiveness and influence
- Career Derailers – choices that sabotage advancement
- The Success Formula

3:30 – 4:00 PM

CLOSING CEREMONY

Join the closing ceremony of the inaugural Banking on Women Conference by celebrating two days of knowledge enhancement, relationship-building, industry sharing and heartfelt connections to fellow women bankers. This interactive session, facilitated by Juli Lynch, Ph.D., will give you the motivation and excitement to return to your banks renewed and ready to implement new ideas and exciting possibilities. It will leave you full of gratitude for the tremendous power you have when you Imagine * Believe * and Achieve. Juli will highlight all that you were offered during the conference, along with giving you the opportunity to recognize and celebrate one another. The energy created in this session will be carried with you for months to come.

LUNCHEON TOPIC OVERVIEW



RIISING TO THE CHALLENGE: WOMEN AND LEADERSHIP IN THE WORLD OF BANKING

**Dorothy A. Savarese, ABA Chairman
Chairman/President/CEO**

Cape Cod Five Mutual Company, Orleans, MA

Dorothy Savarese will share her trials and tribulations about her career in banking and her own development. She will also address the workplace challenges women continue to face today and discuss the rewards of relationship-building in the industry. Finally, she will offer her thoughts on mentoring and leadership development.

GIRLS ON THE RUN

Sarah Leonard, Council Director

An opportunity for giving back to the community is as much a part of the conference as is the opportunity for professional development. This year's charity, chosen by the Banking on Women Conference Committee, is Girls on the Run (GOTR). Sarah Leonard, representative for GOTR Councils throughout Indiana, will share information about Girls on the Run. GOTR is a physical activity-based positive youth development program (PA-PYD) designed to develop and enhance girls' social, psychological and physical competencies to successfully navigate life experiences. Its mission is to inspire girls to be joyful, healthy and confident using a fun, experience-based curriculum which creatively integrates running. GOTR's vision is a world where every girl knows and activates her limitless potential and is free to boldly pursue her dreams. Girls on the Run inspires girls to take charge of their lives and define the future on their terms. It's a place where girls learn that they can! No limits. No constraints.

There will be a raffle for items donated to help raise funds for Girls on the Run. Gift baskets and other fabulous items will be available to win during the conference.

Cash/check donations are also welcomed and can be dropped off at the conference registration desk.

GIVING BACK TO THE COMMUNITY
An opportunity for giving back to the community is as much a part of the conference as is the opportunity for professional development.

**All proceeds from the
Grand Prize Raffle
will benefit**

**Girls on the Run
programs throughout Indiana.**

At **Girls on the Run (GOTR)**, the mission is to inspire girls to be joyful, healthy and confident by using a fun, experience-based curriculum which creatively integrates running. The program is designed to develop and enhance girls' social, psychological and physical competencies to successfully navigate life experiences.



MEET THE SPEAKERS

**Heather Haas
President, ADVISA**



Heather is president of ADVISA, a management consultancy focused on helping leaders and businesses improve performance since 1986. Working with clients on a retainer basis, ADVISA provides assessments, work-force analytics, training and high-touch consulting aimed at helping leaders find, keep and grow their people. Heather brings more than a decade of experience consulting, speaking and training on the use of behavioral science to improve talent acquisition, talent development, change management and growth strategy. Heather's clients include multinational companies such as Cummins Inc., Husqvarna Construction Products and BASF; as well as smaller, locally-owned businesses across a variety of industries. She attended Indiana University, where she earned an undergraduate degree in elementary education and a master's degree in educational leadership.

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**Sarah Gibson
Founder, Accent Learning and Consulting LLC**



Sarah Gibson founded Accent Learning and Consulting LLC in 2004, because it allowed her to share her passion for teaching practical workplace skills that help individuals and businesses succeed.

Since then, Sarah and her team have helped companies understand the impact of workplace communication through a variety of classes ranging from business writing, communication styles, generational

communication, managerial skills and professional development pieces. She has worked with more than 100 organizations across a variety of industries throughout North America. Beyond her corporate experiences, Sarah has also taught for the University of Wisconsin-Madison evening MBA program and as an adjunct instructor at Madison College, UW-Whitewater and North Dakota State University. Sarah holds a master's degree from North Dakota State University.

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**Jill Castilla
President and CEO
Citizens Bank of Edmond, OK**



Jill Castilla led a 180-degree turn-around at Citizens Bank of Edmond through the power of social media.

She was named one of the "Most Admired CEOs," one of the "Most Innovative CEOs in Banking," "Community Banker of the Year" and one of the "Most Powerful Women in Banking" in 2015. To Jill, social media is the equivalent of going to "a million chamber of commerce events and shaking everyone's hand." Citizens Bank went from having no audience to more than 40,000 views on YouTube and more than 30,000 followers who engage with the bank through Twitter, Facebook, YouTube and Instagram.

**Juli Lynch, Ph.D.
President
Turning Pointe Coaching & Consulting**



Juli Lynch embraces a passion for working with organizations to develop leaders, teams and cultures that are

dynamic, risk-taking and fully engaged in strategic initiatives. Juli has a doctorate in human and organizational development, which has given her the disciplined foundation of understanding organizations and the humans that they are made of. Her master's degree in motivational psychology further enhances her ability to work with the issues and challenges that keep leaders, managers and staff from reaching their potential. She is also an executive coach – enjoying the opportunity to work with professionals one-on-one to guide them toward their purpose and passions. Juli has over 20 years of experience with a long list of organizations, from Fortune 500 to nonprofits to small family-run companies. Much of her work is focused on the financial services industry, giving her a keen insight into the unique challenges faced by frontline staff, management and officers. She is a nationally recognized endurance athlete, once racing with a team of Navy SEALs in grueling multi-sport, ultradistance races.

**Tamara Jacobs
Founder and President
Tamara Jacobs Communications Inc.**



Founder and President of Tamara Jacobs Communications Inc., Tamara Jacobs has been improving the presentation and communication skills of successful professionals across the country for over 20 years. She is an internationally renowned strategist, Certified Professional Coach recognized by the World Coach Institute, and author of *Be The Brand*, and her latest best seller, from Career Press, *Your Ultimate Success Plan*. With over 3,000 keynotes, presentations, and workshops to her credit, Tamara is a former professional actress, network television correspondent and senior executive consultant with Johnson & Johnson.

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**Toni Widman, Founder
Integrated Talent Solutions LLC**



In 2014, Toni founded Integrated Talent Solutions LLC, an executive search firm specializing in placement of executives

(including presidents, CFOs, CEOs, COOs, division presidents, VPs of operations, and director-level positions) in a variety of Industries with a focus on diversity. Toni co-founded Mentoring Women's Network Fort Wayne and served as the Board Chair of the non-profit organization. Her mission is creating a community that guides women as they navigate their career pathways by providing mentoring and networking opportunities.

**Jackie Delagrange
Novel Roots LLC**



Jackie has diverse work experience in several areas of the criminal justice field including; Indiana Department of Child

Services, Elkhart County Community Corrections, Community Mental Health and is currently the program director for Trine University's master of science with a major in criminal justice program and MBA. Jackie also enjoys teaching in the master's program and strives to empower and motivate her students through encouragement and personal development. Jackie has attended Trine University to earn a master of science degree with a major in criminal justice and a concentration in public administration. Jackie will completed her dream at Cooley Law in August of 2017.

**Nancy Steigmeyer
Novel Roots, LLC**



Nancy brings a diverse business background with a combination of human resource development, talent man-

agement, academics and community leadership. With 16 years in staffing, outsourcing human resource management, Nancy has worked with hundreds of companies and organizations to provide solutions to their HR needs throughout Northeast Indiana. Nancy has earned a master of science in organizational leadership and is currently working on her Ph.D. in Global Leadership at Indiana Tech. With a passion for life-long learning, Nancy is deeply involved in community women's initiatives, along with facilitating seminars and professional development opportunities. She has developed and trained many participants in various leadership and human resource related fields.

**Dorothy A. Savarese
ABA Chairman, and Chairman/President/CEO
Cape Cod Five Mutual Company, Orleans, MA**



executive officer of Cape Cod Five Mutual Company, the sole shareholder of The Cape Cod Five Cents Savings

Bank, an independent Massachusetts state-chartered savings bank founded in 1855.

Dorothy joined Cape Cod Five in 1993 as a commercial lending officer. she then became senior vice president, director of product planning, before she was named chief operating officer in 2004 and served in that capacity until becoming President and CEO in 2005. Prior to joining the Cape Cod Five, Dorothy served as an officer for a regional Midwestern bank. Before that, she worked for a national economic development consulting organization. Dorothy holds an MBA from Suffolk University's Sawyer Business School. Dorothy currently serves as

chairman of the American Bankers Association, Secretary of the Board of Trustees of Cape Cod Community College and a Board member at Gosnold on Cape Cod, an addiction healthcare provider. She is a past member of the FDIC Advisory Committee on Community Banking, a past chairman and board member of the Cape Cod Chamber of Commerce Board of Directors, a past chairman of the Massachusetts Bankers Association and a past member of the Board of Directors of the American Bankers Mutual Insurance Ltd. In 2016, Dorothy was named one of the 25 Most Powerful Women in Banking by American Banker magazine for the fifth consecutive year.

**Danielle Turcola
President
Professionalism International Inc.**



Danielle Turcola is the President of Professionalism International Inc. She is a popular national speaker and business coach

specializing in business presence for major associations and Fortune 100 clients. Her expertise includes: business presence development, nonverbal elements customers scrutinize, professional/casual dress, office conduct and communications, dining and business entertaining, and global finesse. She understands issues and needs, and meets client objectives so thoroughly, that audiences say they take away valuable insights that contribute to both their personal and business success.





REGISTRATION FORM

Each attendee must complete a separate registration form; photocopies are acceptable. You can also register online at: www.indianabankers.org (Dept. #107)

Name

Title

Bank/Institution Name

Mailing Address

City

State

Zip

Business Phone

Cell phone

Email

I have a dietary restriction or a disability. Please contact me for details.

REGISTRATION FEES

Full Conference • November 8-9, 2017

Early Bird Discount Before October 13, 2017..... \$295 After October 13, 2017..... \$325

One Day Only • November 9, 2017

Early Bird Discount Before October 13, 2017..... \$225 After October 13, 2017..... \$255

Please Note: Fees listed are for IBA Members. Nonmembers pay a surcharge of 100 percent. Participation in IBA programs is limited to members, associate members, and nonmembers from an eligible membership category at applicable member or non-member rates.

PAYMENT INFORMATION

TOTAL AMOUNT ENCLOSED: \$

Invoice my bank

Check Enclosed (payable to the IBA Foundation, Inc.)

Charge my: VISA MasterCard

Credit Card Number

Exp. Date

Credit Card Billing Address

Name on Card

Applicant's Signature

Date

CANCELLATION POLICY

Registration cancellations received by **October 31, 2017** will receive a full refund. Cancellation after **October 31, 2017** will result in forfeiture of all fees. All cancellations must be made in writing. Substitutions are welcome.

Conference Registration Fee for Full Conference • November 8-9, 2017

Early Bird Discount Before October 13, 2017..... \$295

After October 13, 2017..... \$325

Conference Registration Fee for One Day Only • November 9, 2017

Early Bird Discount Before October 13, 2017..... \$225

After October 13, 2017..... \$255

Please Note: Fees listed are for members. Nonmembers pay a surcharge of 100 percent.

Special Pricing

Team pricing is available for groups of 8 or more. In addition, the IBA is offering special pricing to college students interested in a banking career and retired women bankers. To receive special pricing, contact Laurie Rees at 317-387-9380. Discounts are not available during on-site registration.

Conference Location

Indianapolis Marriott North
3645 River Crossing Parkway
Indianapolis, IN 46240

Hotel Reservations

A special room rate of \$159 plus tax can be reserved by calling 800-228-9290 and mentioning the Indiana Bankers Association Banking on Women Conference. Reservations must be made by October 18, 2017, to qualify for this rate.

Dress Code

Business casual attire is appropriate for this event. Please bring a sweater for the meeting rooms.

For More Information

Connect with Marcy Borden at
317-387-9380 or mborden@indianabankers.org

Add Laurie
then Marcy

