

## Emerging Leader Conference

November 17-18, 2022 | Samoset Resort, Rockport

### Agenda

#### Thursday, November 17th

- 2:00 PM**      **Registration**
- 3:00 PM**      ***How Future Leaders Can Shape the Future of the Banking Industry***  
**Sue Norton**, First National Bank and **Josh Steirman**, Maine Bankers Association
- 4:00 PM**      ***Your Networking Skills: Sharp or Shameful?***  
**Shay Bellas**, 19 Oaks  
How are your network skills working out for you? Awkward and a waste of time, or comfortable and effective? Shay will leave you with the tools needed to elevate your social presence in all settings.
- 5:00 PM**      **Welcome Networking & Opening Reception**

#### Friday, November 18th

- 8:00 AM**      **Breakfast**
- 9:00 AM**      ***RISING LEADERS: Prepare for Your First Leadership Role - Or Your Next!***  
**Jim Bouchard**, Keynote Speaker
- 10:00 AM**      **Refreshment Break**
- 10:15 AM**      ***Emerging Leader Personnel Panel***  
**Ashley Adams**, Career Management Associates; **Tawny Alvarez**, Verrill; and **Anne-Marie Storey, Esq.**, Rudman Winchell  
So, you're managing people, but are you mitigating your organization's human resources liabilities? Submit anonymous questions before the presentation to be answered by the panel.
- 11:15 AM**      **Refreshment Break**
- 11:30 AM**      ***CEO Panel***  
**Blaine Boudreau**, Partners Bank; **Steve deCastro**, Gorham Savings Bank; **Jeanne Hulit**, Maine Community Bank; and **Curtis Simard**, Bar Harbor Bank & Trust  
Submit anonymous questions before the presentation to be answered by the CEOs.
- 12:30 PM**      **Final Remarks & Networking Luncheon**
- 2:00 PM**      **Adjournment**

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### Speaker Bios



**Sue Norton, First National Bank**

Sue is EVP, Chief Administrative Officer at First National. She has been with the bank for 30 years. Sue manages Human Resources, Compliance, Quality Control, Enterprise Risk Management and Marketing. Prior to joining First National Bank she worked in the Marketing Department at Peoples Heritage Bank. Professionally, Sue represents First National Bank on the Maine Bankers Association Legislative, Human Resources and Marketing Committees. She is also the former chair of MBA's Legislative Committee. Sue has served on several boards in her local community.



**Josh Steirman, Maine Bankers Association**

Josh is the Director of Government Relations at the Maine Bankers Association where he leads outreach to elected officials and regulatory agencies, manages the association's federal and state lobbying efforts, and administers MBA's state-level Political Action Committee. Prior to joining MBA, Josh worked in banking for over a dozen years, leading the credit risk function at a community bank, and as an examiner with the Federal Reserve. He has served on several non-profit boards and is an officer in the U.S. Navy Reserve.



**Shay Bellas, 19 Oaks**

Shay is an accomplished marketing & sales strategist and serial entrepreneur with over 21 years of experience. After leaving law school in 2000, Shay bought the first women's professional football team in the State of Maine. When she founded 19 Oaks, a strategic sales and marketing agency in Portland Maine in 2008, she started creating playbooks for clients as an ad agency. Now she works directly with companies establishing their own Strategic Sales and Marketing Playbooks and helping them implement them. She teaches and coaches teams until they exceed the goals and objectives they outline. Shay has recently launched a new company, NaviTour, which aggregates guides who offer tours and experiences around the state.



**Jim Bouchard**

By his own admission, Jim should have been dead or in jail many times over. Martial arts helped him overcome a life of crippling self-doubt and self-destruction. In his programs, Jim shares his inspiring transformation from dropout and drug addict to Black Belt and Sensei -- and how that experience made him a genuine leader. He went on to open 5 martial arts schools, helping hundreds of people achieve their Black Belt rank, and thousands more discover their best selves. Today, Jim helps leaders around the world connect on a deeply human level to attract, engage, and lead people to their highest levels of performance and productivity. He has been a martial artist, teacher and coach for 35 years as well as hosting a podcast and writing multiple books.



**Ashley Adams, Career Management Associates**

Ashley is a proactive, strategic thinking professional with over 11 years of experience in human resource consulting, employee management and recruiting. She partners and coaches employees, managers, and executives to increase employee engagement and organization-wide performance.



**Tawny Alvarez, Verrill**

Tawny centers her practice on the understanding that the employment landscape is ever-changing and organizations do not have the time or resources to keep abreast of all these changes. She has represented diverse clients in a broad range of industries across the country.



**Anne-Marie Storey, Esq., Rudman Winchell**

Anne-Marie is a partner at the law firm of Rudman Winchell where she practices in employment law. She provides business and organization trainings in workplace harassment throughout the state. Anne-Marie is a regular speaker to human resource groups and other entities on employment-related topics.



**Blaine Boudreau, Partners Bank**

Blaine has been a banker for the last 39 years, starting in commercial lending at TD Bank (originally Peoples Heritage Bank). About 20 years ago, he was asked to join Partners Bank (formerly Sanford Institution for Savings), and in early 2017, he became the President & CEO.



**Steve deCastro, Gorham Savings Bank**

Steve joined Gorham Savings Bank in July 2016 as EVP of Commercial Banking. He was promoted to President in April 2018 and elected CEO in January 2019. Prior to joining Gorham Savings Bank, Steve led the New England Wealth Management division at Key Private Bank with \$1.3 billion under management.



**Jeanne Hulit, Maine Community Bank**

Jeanne became President & CEO on Maine Community Bank in 2018 with over 20 years of banking experience. Immediately prior, she was the President of Village Candle in Wells, Maine. Jeanne also has several years of experience in public service at the state and federal levels.



**Curtis Simard, Bar Harbor Bank & Trust**

Curtis joined the bank in 2013 after serving in a number of progressively responsible capacities since the start of his banking career in 1992 with First NH Bank, now known as Citizens Bank. Having led various business initiatives, he joined BHB from TD Bank where he most recently served as Managing Director of Corporate Banking.