

2023 EMERGING LEADERS CONFERENCE

DECEMBER 6-7 | HOLIDAY INN BY THE BAY, PORTLAND

AGENDA

DECEMBER 6

12:00 PM **Welcome Luncheon and Networking**

1:00 PM

Leadership is Hard

Chris Kelley, Barret School of Banking

Join Chris Kelley for some valuable insight into the factors that lead to employee engagement and a positive work culture.

2:00 PM

Stretch and Refresh Break

2:15 PM

Emerging Leaders Personnel Panel

Ashley Adams, Career Management Associates

Tawny Alvarez, Verrill

Anne-Marie Storey, Rudman Winchell

So, you're managing people, but are you mitigating your organization's human resources liabilities? Pre-submitted anonymous questions will follow brief presentation.

3:15 PM

Stretch and Refresh Break

3:30 PM

Organizational Culture: How Mentorship and Coaching Can Drive Positive Impact

Jeremy Boardman, Brevet Leadership Inc.

Culture has become a top priority for leaders as institutions navigate change and look for ways to improve business results and long-term effectiveness. This session will provide insights into how coaching, and mentorship can lead to a positive culture, and in turn higher engaged employees and retention.

4:30 PM

Happy Hour and Networking

5:30 PM

Dinner on Own in Portland

DECEMBER 7

8:00 AM

Breakfast Buffet

9:00 AM

Employee Accountability: How to Address Problem Behaviors and Attitudes

Del Gilbert, Accelerating Excellence

One person can't make a team, but one person can break a team. Poor performers have a negative effect on an organization's work culture, reputation, and retention. Using Del's D-I-R-E-C-T Model of Corrective Feedback, you will learn a step-by-step approach to handling difficult conversations with competence and confidence.

10:00 AM

Stretch and Refresh Break

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AGENDA CONT.

DECEMBER 7 cont.

- 10:15 AM** ***Security Frameworks for Emerging Leaders***
Richard Rocchio, Wolf & Company P.C.
What security framework is right for your organization? Has it been implemented correctly? A strong security framework should consider both compliance and security. However, if compliance drives your implementation, there are sure to be blind spots. This presentation will overview various frameworks and their strengths as well as the common pitfalls that organizations fall into when they attempt to implement them.
- 11:15 AM** **Stretch and Refresh Break**
- 11:30 AM** ***ALM and Balance Sheet Overviews and Strategies 101***
Scott Hildenbrand, Piper Sandler & Co.
Join Scott Hildenbrand, head of Piper Sandler Financial Strategies, for a discussion on ALM and balance sheet management. He will review best practices for effective ALCO meetings, share how strategy and tactics compare, and help you differentiate between having sight and having vision for your institution as a way to anticipate and prepare for the future. Additionally, this session will focus on skills needed for leadership development that include relationship building, decision making, presentation and communication, and critical thinking.
- 12:30 PM** **Luncheon**
- 1:30 PM** **CEO Panel and Advocacy Work**
Steve deCastro, President & CEO, Gorham Savings Bank
Tony DiSotto, Maine Market President, KeyBank
Andrew Silsby, President & CEO, Kennebec Savings Bank
Dan Walsh, President & CEO, Norway Savings Bank
Live Q&A will follow pre-submitted anonymous questions.
- 2:30 PM** **Adjourn**

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