

Management Development Program Overview

Why we created the Management Development Program

Develop future bank leaders: *We saw the need to develop future bank leaders, especially after the 2008 financial crisis*

Great need and scarce resources: *Bank management in today's banking environment is more challenging than ever yet the resources available to develop bank management is scarce*

MDP as a Tool: *It provides a tool to assist local banks identify their future leaders and prepare them for positions of greater responsibility*

Opportunities: *It also allows networking amongst future bank leaders from different banks which will provide cross cultural dialogue and learning experiences*

Experiential Learning: *We wanted to provide an "experiential learning" experience for you, which is how adults learn best, and teach you how to utilize these same techniques at your own institution*

How MDP is structured

Experiential learning: *Experiential learning in the form of hands on, interactive, learn by doing, team problem solving and work groups*

Self-study and analysis: *You will meet with bank leaders at your institution and others giving you valuable "face time" with key individuals at your bank to connect your classroom learning to your real-world work*

Team assignments and exercises: *Just as it is done at businesses around the country – working within a team environment*

Mentoring: *Personalized management development by a banking professional who will work with you throughout this program and hopefully challenge you to expand and grow and help you see the importance and nuances of management at a higher level within your organization*

Introspective: *You will have time to analyze your own management style and skills, link those with your banking knowledge, and provide you with personal and professional growth opportunities*

MDP Expectations (Yours and ours)

Key Features of MDP: *Key to this program is the outside the classroom experiences and research you will be asked to complete either individually or within teams which link to your in-class learning*

Preparation: *Come prepared to class – this will make the classes progress more rapidly and enhance the learning experiences for all*

Complete and submit your homework on-time: *This means please complete your homework assignments before class and send copies to the WBA*

Respect your teammates: *Since some of the assignments will be team oriented, please be respectful of your classmates by being a responsible team member. Actively participate, complete your agreed to duties, assist your teammates as you would want them to support you*

Respect your instructors: *Each instructor will come in expecting you to be at a certain level of understanding on their topic so completing the homework is essential and will enhance your learning while in class*