



Orientation 2021

# WELCOME!



# Orientation 2021

## WEEKLY to MONTHLY NEWSLETTER

VIRGINIA BANKERS  
ASSOCIATION

### Management Development Program

September 2021 - January 2022



A five-month program designed for entry level bankers who **have developed a passion for banking**, want to enhance their knowledge of the business of banking, and who are motivated to excel in their career and reach their full potential.

#### Included in this edition of the Management Development Program Newsletter...

- Virtual Orientation Reminder
- Meet Your Virtual Orientation and Session One Faculty
- Technology Needs
- Session Materials/[Resource Portal](#)
- Have You Reviewed The [Participant Profile Site](#)?

[Virtual Orientation Reminder](#)

[Important Dates](#)



# Orientation 2021

## INTRODUCTIONS



Gail Queen



Andy Davies



Courtney Fleming



# Orientation 2021

## Gail's Role as MDP Administrator

- **Communications**
- **Logistics**
- **Sender and collector of pre-work and post-work**
- **Answerer of all questions**
- **Etc.**



# Orientation 2021

## Andy's Role as "MDP Program Advisor"

- Part Instructor
- Part Facilitator
- *Part Connector*

Collaborate with Courtney and each session's instructor(s) to ensure:

- Continuity in content
- Flow
- *Participant experience*

Questions/Comments Throughout Entire Program

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# Orientation 2021

## *The VBA's and Andy's Commitments:*

### **Participants will leave program with:**

- **an enhanced understanding of banking and bank management**
- **an understanding of how various departments work together to support goals of the organization**
- **a tool box of dynamic leadership and management strategies**
- **a heightened level of self-awareness**
- **tools to build relationships and an immediate network of bankers from across Virginia**
- **a knowledge of the impact of their role as an ambassador for their banks and for the banking industry**



# Orientation 2021

*The VBA's and Andy's Commitments: continues...*

**Participants will leave program with:**

- **an action plan for their own personal development**
- **a strategy for how to increase their level of engagement within their own financial institutions**

***AT THE END OF THE PROGRAM, PARTICIPANTS WILL BE HIGHLY  
MOTIVATED TO EXCEL IN THEIR POSITION AND TO HELP THE BANK  
SUCCEED AND THRIVE!***



# Orientation 2021

**Topics we will cover during  
Session One, Part Two  
In October..**

**are in many ways based on  
suggestions from MDP participants  
from Years 1, 2, 3!**





# Orientation 2021

**“If you are extremely smart  
but you’re only partially engaged,  
you will be outperformed,  
and you should be,  
by people who are  
sufficiently smart but fully engaged.”**

*From: “Where You Go is Now Who You’ll Be”  
Frank Bruni, March 9, 2016*



# Orientation 2021

## Courtney's Role:

- **Part Facilitator/Part Administrator/Part VBA Connector**
  - **Provide commentary here and there**
  - **Provide perspectives from the VBA and connection points from what you are learning with what we do at the VBA**

**Session 5- Introduction to Strategic Planning & Dealing with Change in the Workplace & Staying Abreast of Issues Affecting Your Bank & the Banking Industry**

**Graduation**

**5**

**4**

**Session 4 – Digital Banking & The Modern Bank Marketing Department**

**3**

**Session 3 – Banking Lines of Business & Bank Management**

**1**

**Session 1 – Intro to Banking and Bank Financials & Profitability**

**2**

**Session 2 – Leadership and Management**

**Orientation:**

History of Modern Banking, the VBA and Intro to Advocacy and VBA Emerging Bank Leaders

**Virtual Session:**  
Community Development/CRA  
& Community Engagement/Networking 101

**VBA MDP 2021**





# Orientation 2021

## PRE-WORK and POST-WORK

- Before and after each session
- Sent via newsletter AND posted on your portal
- If you are participating in MDP with other employees from your bank, you can work together on some assignments





# Orientation 2021

## PROGRAM PORTAL

- All session materials
- Zoom links for virtual sessions
- Pre-work and post-work
- Articles and Resources
- Participant Profile Site

### 2021 Management Development Program Resource Portal



[Classroom/Instructor Norms](#) 

[Newsletters](#) 

[Zoom & Session Links](#) 




# Orientation 2021

## PARTICIPANT/ INSTRUCTOR PROFILE SITE



- Photo
- Bio
- Hobby
- Relationship Building

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[Participant Profiles](#)

[Instructor & VBA Staff Profiles](#)



# Orientation 2021

## PARTICIPANT STATS

- Average Years in Banking: 12.5
- Number of Banks Represented: 16
- States Represented: 2 – VA and NC



# Orientation 2021

## PARTICIPANT STATS

### Job Functions Represented:

- Commercial lending Assistants
- Branch/Financial Center Managers
- Customer Support Managers
- Deposit Operations Officers
- Executive Assistants
- Compliance Analysts
- Management Trainees
- Business Relationship Associates
- BSA Assistants
- Corporate Secretaries
- Marketing Specialists
- HR Managers
- Loan Ops Team Leads
- A VP of IT
- Area Managers
- Loan Officers
- Compliance Officers
- Indirect Dealers
- And Government Relations Specialists





# Orientation 2021

## CLASS

## PARTICIPATION

- Questions
- Interaction
- Relationship Building



# Orientation 2021

## October 12 Networking Reception

- October 12
- Immediately Following Session One, 4:30pm-5:30pm
- Informal Networking Opportunity Outside of the Classroom
- Refreshments Available



# Orientation 2021

## Get To Know You...

- Breakout 1: Question – First Introduce Yourself - Name and Bank. How did you get into banking? In the plans all along or accidental?
- Breakout 2: Question – First Introduce Yourself - Name and Bank. What is something unexpectedly good that has come out of the pandemic for you? Work related or personal?



# Orientation 2021

**Bruce Whitehurst.**

**VBA President & CEO**





# Orientation 2021

**Matt Bruning**

**SVP, Government &  
Member RElations**





# Orientation 2021

**Chandler Owdom**  
**VP, Communications &  
Strategy**  
**Virginia Bankers Association**



**Nicole Martin**  
**SVP, Deposit Administration**  
**Benchmark Community Bank**





**Orientation 2021**

**Questions and  
Prep for Next Session**