

Setting the Stage

November 30, 2022



Virginia Bankers Association
Women's Mentorship Program
Knowledge. Empowerment. Motivation. Connection.





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Today's Agenda

VBA Women's
Mentorship Program
Background

Program Structure
& Components

Common Ground
Rules

VBA Women's Mentorship Program Background



“Every great achiever is
inspired by a great mentor.”

- Lailah Gifty Akita

Why Mentoring Is Even More Important Post- COVID

Since 2020, women have disproportionately:

- Lost jobs
- Reduced work hours
- Increased the time they spend on childcare and household responsibilities

“The gender inequalities that existed before the pandemic are now on steroids”

- Claudia Goldin, Professor of Economics, Harvard

(Source: Forbes, July 14, 2021)

What do the numbers look like in Virginia community banks?

62 banks
headquartered in VA
(November 2022)

6.5% Women
Presidents/CEOs
(4 out of 62)

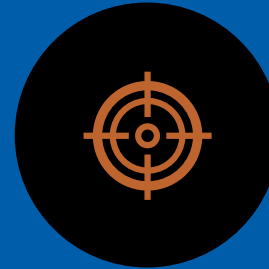
37.1% Women CFOs
(23 out of 62)



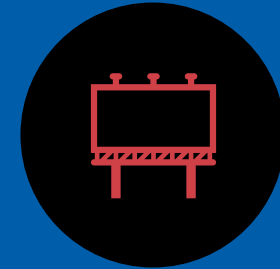
Leverage VBA and national resources/tools as industry-wide representative



Aligns with DEI objectives



Talent strategic objective



Serve as template for future programs

Why is this a VBA initiative?

Initial discussions began in 2017



Formation of Informal Executive Women in Banking Peer Group in 2017 to provide support and advice for peers



Desire to create a program to foster growth of women in Virginia's banking industry



Peer Group participants developed a test mentoring program in 2018 with great success and a pilot group in 2019-2020 with even greater success

VBA Executive Women in Banking Peer Group: Women's Mentorship Program Advisors

Anne Conner,
TowneBank

Michelle Austin,
Bank of Botetourt

Lisa Cuba,
Forbright Bank

Oscarlyn Elder,
Truist Wealth

LeAnne Emert,
Benchmark
Community Bank

Mary Finn,
Atlantic Union
Bank

Michelle Gaydica,
American
National Bank

Jennifer
Knighting,
Oak View
National Bank

Pat Lewis,
Chesapeake Bank

Susan Ralston,
Old Point
National Bank

Sherri Sackett,
Select Bank

Stephanie
Shillingburg,
F&M Bank

VBA's Women's Mentorship Program Goals



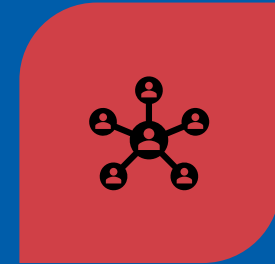
Motivate



Enhance
knowledge



Empower



Connect

VBA Women's Mentorship Program Structure



“Regardless of our title or years of experience, we can learn from each other. Through mentoring and by being open to learn, we can reach our ultimate potential.”

- *Lily Benjamin*

2022-2023 Program Components



- In-person and virtual trainings presented by industry experts
- Email to mentors and mentees with discussion guides, resources and templates, suggested readings and exercises focused on theme
- Book discussion guide for Emotional Intelligence 2.0 by Dr. Travis Bradberry & Dr. Jean Greaves
- Program portal housing all resources

Bi-monthly Themes:

- **January:** Understanding Bank Management
- **March:** Confidence, Motivation & Resiliency
- **May:** Personal Branding & Advocating for Yourself in the Workplace
- **July:** Dealing with Conflict

Mark Your Calendar!



VBA Women's Mentorship Ground Rules



“The mentee is the driver and the mentor is the copilot helping them get to their destination.”

- *Victoria Black*

Establishing Common Ground Rules



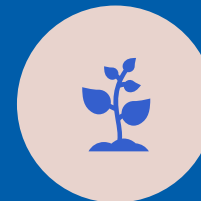
Confidentiality



Trust



Respect



Commitment



Accountability



Time

Questions?



“I think mentors are important and I don’t think anybody makes it in the world without some form of mentorship. Nobody makes it alone. And we are all mentors to people even when we don’t know it.”

- Oprah Winfrey