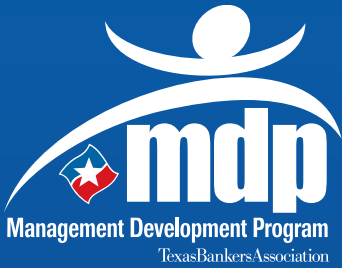


BROADEN

**YOUR LEADERSHIP POTENTIAL
WITH THE MANAGEMENT DEVELOPMENT PROGRAM**



An intensive program guaranteed to motivate and accelerate the development of leaders of the Texas banking industry.



ONE-OF-A-KIND LEARNING EXPERIENCE

A world-class faculty teamed with the Texas Bankers Association to design a one-of-a-kind program that will have an immediate, positive impact on attendees and their banks. This series of four sessions, spaced over seven months, is intense and demanding. It is designed for future bank leaders who are motivated and eager to reach their full potential. An ambition to excel is a requisite for this program, as is the desire to face and learn from challenges. The ideal candidate for this program should possess:

- The courage to overcome personal weaknesses;
- A competitive attitude that allows for productive teamwork; and
- A collaborative spirit that centers on problem-solving, with input from all levels of the bank.



AN ATTENDEE WILL GRADUATE KNOWING:

- core concepts of leadership and management;
- principles of public speaking;
- relationship-building through interpersonal communication;
- how to make courageous decisions and take action crucial to the bank's success;
- how to address the challenge of change with confidence and action-oriented outcomes; and
- how to think, plan and execute bank initiatives.

A BETTER YOU

At the conclusion of the program, the employee will be poised to significantly contribute to the bank's growth as well as contribute in a positive way to the bank's work environment by building and maintaining positive and influential relationships with employees and supervisors.

“The TBA MDP program was truly a transformative experience. It pushed me out of my comfort zone and taught me how to break out of my shell to become the leader my team always knew I could be. The program challenged me in ways I never expected, but each challenge helped me grow both personally and professionally. I can confidently say it has made a lasting impact on my career. We plan to continue sending a team member every year so others can experience the same growth and inspiration that I did.”

— Jordan Gray, SVP / Chief HR Officer, Shelby Savings Bank, SSB

LEADERSHIP DEVELOPMENT SESSIONS

IT'S SIMPLE, IT'S NOT EASY

SESSION I: JANUARY 26-28, 2026

Management of people and leadership of organizations are based on core concepts. The concepts are simple. Implementation is not.

- The challenge of managing and leading
- Dealing with the stress of leadership
- How errors in communication destroy relationships
- Building presentation skills
- Building relationship skills

DO SOMETHING THAT SCARES YOU

SESSION II: APRIL 27-29, 2026

Managers and leaders face difficult situations that require a courageous decision or action. This session uncovers the courage that lies within.

- Conflict management
- Negotiating with the boss, an employee or customer
- Advanced team exercises
- Lessons from the Navy SEALs
 - Mission planning
 - Team building
 - Leading a team



LIMITATIONS ARE SELF-IMPOSED

SESSION III: AUGUST 31 - SEPTEMBER 2, 2026

The challenges of change are inherent to business and to life. These high-stress moments shut down managers and leaders who are uncertain about their problem-solving and management skills. This session provides a heightened awareness of what to do and how to do it.

- Peer-to-peer problem solving
- Leadership in crisis
- Crisis communications
- Advanced presentation skills
- Leading a team under pressure

WHO DARES WINS

SESSION IV: NOVEMBER 9-11, 2026

This session focuses on the bank, its brand, marketing and strategic planning. Teams receive a final dynamic push with challenging exercises that test what has been learned.

- How to establish a quality brand for the bank
- Effective media relations for a bank
- Why strategic plans fail
- Leading a team under pressure
- Graduation

LEARNING OUTCOMES

Attendees will:

- Be an articulate and persuasive advocate for the bank
- Possess the ability to motivate fellow employees to higher levels of productivity
- Possess a thorough understanding of organizational communication
- Possess an ability to work well with others to problem solve
- Understand the core elements of successful project management
- Understand media relations
- Understand successful crisis communications
- Understand successful implementation of a strategic plan
- Be highly motivated to help the bank succeed

PROGRAM FEE AND EDUCATIONAL DISCOUNTS

The fee for the Management Development program is \$4,750 payable prior to the first session. Fees cover instruction and all meals provided during each of the four sessions. Travel and hotel costs are not included. Hotel costs will be invoiced separately. TBA will make every effort to keep participant costs down. Program sessions will begin on Monday afternoon and end by noon on Wednesday.

Attendance at all four sessions is required for graduation. Attendance at the TBA Annual Convention and the Austin or Washington Blitz is strongly recommended. A 50% discount on registration fees for these and any other TBA conference will be extended to all MDP participants while in the program.

**LIMITED CLASS SIZE.
APPLICATION DEADLINE IS
NOVEMBER 28, 2025.
ACCEPTED APPLICANTS WILL
BE NOTIFIED NO LATER THAN
DECEMBER 19, 2025.**



FACULTY

The faculty consists of three talented and specialized presenters representing the best in each of their areas of expertise. The three instructors are:

JULI LYNCH, PH.D.



Juli Lynch, Ph.D., is a psychologist, consultant and executive coach. She has over 25 years of experience working with bankers in leadership development, strategic initiatives and culture change engagements. Juli has also been a keynote speaker at banking industry conventions, sharing her insights and knowledge on the changing dynamics of today's banking environment. She has been on the faculty of the TBA Management Development Program for over 15 years.

Much of Juli's enthusiasm comes from her endeavors as a former professional athlete — having raced in some of the world's most extreme adventure races. She has run, biked, paddled, skied and raced horses in grueling long-distance races around the world. She has even been featured on the Discovery Channel Eco-Challenge Australia as the lone female with a team of U.S. Navy SEALs.

Juli lives in northern Wisconsin on her horse farm where she facilitates therapeutic and leadership workshops for individuals and groups in partnership with her herd of horses.

ROBERT MONROE



Robert Monroe is the founder and director of Redfin Risk Mitigation, Inc., providing tailored personal security consultation and training to professionals, executives and high-value individuals so they can protect themselves and their families from criminal and terrorist violence.

With over 25 years of experience in Naval Special Warfare as a U.S. Navy SEAL officer, Robert has served in a variety of operational positions, including SEAL platoon commander, SEAL Team training officer, Commander of the Navy Parachute Team — the 'Leap Frogs', assistant team leader at the Naval Special Warfare Development Group and a United Nations Military Observer in the Middle East.

A graduate of Defense Language School in Spanish, Robert holds a Business degree from Washington State University and a Master of Arts degree in National Security and Strategic Studies from the Naval War College.

CAPTAIN DAVID PITTELKOW, U.S. NAVY (RET.)



David Pittelkow was commissioned a second lieutenant in the U.S. Marine Corps in 1977. After making an interservice transfer to the Navy in 1984, he served on SEAL Teams and Special Boat Teams as a platoon commander, training and operations officer, assault team leader, executive officer and commanding officer. David also served at the Pentagon, the Naval Special Warfare Command and at United States Special Operations Command. In 2005, Pittelkow reported to the U.S. Naval War College, serving as the Wm. J. Donovan Special Operations Forces Chair and professor of Joint Military Operations until his retirement from active duty in 2007.

Following retirement, David settled in rural Northeast Washington State with his family where he took up farming, serves as a volunteer firefighter and is a consultant to military and civilian entities.

**For Statistical Purposes Only**☐ Male ☐ Female

Years in Current Position _____

Year of Birth _____

Years in Banking _____

2026 Class XVIII Application**Instructions:**

The application form must be completed in full with signatures of applicant and recommending officer. **Application must be received by November 28, 2025. Do not send any money at this time.** Participants will be invoiced upon acceptance into the Texas Bankers Association Management Development Program. **Send to:** MDP@texasbankers.com or Texas Bankers Association, 203 W. 10th St., Austin, Texas 78701.

☐ Mr. ☐ Ms.

Name

Nickname

Current Title

Bank Name

Bank Street Address

City, State, Zip

Mailing Address (if different from Street Address)

City, State, Zip

Bank Telephone Number

Fax Number

E-mail address

Brief Description of Responsibilities

Bank Asset Size

Number of Employees

Number of Branches

Employment Experience:

List only those related to banking industry or equivalent or attach resume

Highest Level of Education Achieved:☐ High school ☐ Some college ☐ College undergraduate degree☐ Graduate degree ☐ Other _____

List All Banking Schools You Have Attended:

List Several Community Programs You Are Involved In:

What do you expect to gain from participating in the TBA Management Development Program and how do you anticipate using what you will learn, both in your bank and personally? (Attach additional page(s) if needed.)

Applicant's Signature

Date

Recommending Officer's Name/Title

Signature