



# NEXT STEP

## SDBA EMERGING LEADERS SUMMIT



Cultivate • Connect • Engage • Empower

**October 26-27, 2021**

Hilton Garden Inn Sioux Falls Downtown, Sioux Falls, S.D.



# NEXT STEP: SDBA EMERGING LEADERS SUMMIT

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## ABOUT THE EVENT

NEXT STEP: Emerging Leaders Summit is designed to help cultivate, connect, engage and empower South Dakota's future bank leaders. This event will encourage emerging bank leaders to find and express their voices within their organizations, communities and the banking industry and provide opportunities to network and exchange ideas with other industry professionals. It will also increase emerging bank leaders' knowledge of topics of interest to the banking industry and promote involvement and advocacy.

*\*All times are CDT.*

## TUESDAY | OCTOBER 26, 2021

5:30–7:00 p.m.

### Reception at Hotel on Phillips, 101 N. Phillips Ave., Sioux Falls

Join us for a fun-filled evening and learn about the history of Hotel on Phillips (former Sioux Falls National Bank) while you connect with colleagues and engage with entertainers.

## WEDNESDAY | OCTOBER 27, 2021

7:30–8:00 a.m.

### Registration & Continental Breakfast

8:00–8:15 a.m.

### Welcome

8:15–9:15 a.m.

### The Challenge of Leadership

**Dr. Sean C. Payant**, *Chief Strategy Officer, Habersfeld, Lincoln, Neb.*



Our banks and our customers succeed when everyone on the team executes their roles at a consistently high level. But extraordinary execution doesn't happen automatically. Our people need direction, support and encouragement. This is the challenge of leadership. In this session, we'll identify and discuss key leadership practices which, when utilized, bring out the best in our people and increase our ability to serve our customers at the highest level. Dr. Sean C. Payant served as the executive director of the Schools of Banking for nine years prior to joining Habersfeld in 2007. He has administered, instructed and authored materials for 17 different banking schools attended by bankers from 18 states. Payant has published articles on bank marketing, bank profitability, employee engagement, goal setting and community bank differentiation.

9:15–10:30 a.m.

### Having Tough Conversations in the Workplace

**Jackie Rolow**, *EVP & Chief Human Resources Officer, SHAZAM, Inc., Johnston, Iowa*



Conflict is inevitable—in work and in life. Managers must address performance issues, and colleagues with competing priorities must figure out how to work together. These situations call for having tough conversations. Jackie Rolow will explain how to conduct tough conversations, build communication skills and enhance relationships—leading to better business performance. She will also discuss how to identify underlying differences in work styles, goals and power dynamics and change the way you view conflict. As a bonus, she'll provide practical tools to help you prepare for your next difficult conversation and make sure you choose words that won't alienate the other person. Rolow's energy and supportive personality will inspire you to make your workplace a destination for the best talent in your industry.

10:30–10:45 a.m.

### Break

10:45–11:30 a.m.

### Buzz Sessions—Speed Networking

Take part in this fast-paced session where you can get better acquainted and learn from your colleagues on a variety of topics. This facilitated session will provide an opportunity to share ideas, ask questions and learn from one another in a fun, relaxed environment.



11:30–12:15 p.m.

### **What Not to Say: Six Categories of Statements to Stop Saying**

**Elizabeth Nead**, *Speaker & Executive Coach, Nead Inspiration, Le Claire, Iowa*



It can sometimes feel, no matter where you turn, you are offending someone. So much so, we now ask the “offended” to lighten up and not take us so seriously. It’s clear our words have power, and it has also become apparent we aren’t always sure how to use this instrument for good. Liz Nead will share six categories of statements intended to connect, but actually widen the diversity gap. She will equip attendees with five essential strategies to handle complex and diverse situations and important language to create connection under pressure. Nead is an adventure speaker, traveling the world and taking on challenges to find lessons of leadership, communication diversity and inclusion. A diversity speaker and researcher for over a decade, she specializes in common language and daily communication around race and cultural differences in the workplace.

12:15–1:00 p.m.

### **Lunch**

1:00–1:45 p.m.

### **Lessons in Leadership**

**Dana Dykhouse**, *CEO, First PREMIER Bank, Sioux Falls, S.D.*



As CEO of a multi-billion-dollar bank, Dana Dykhouse has learned his fair share of leadership lessons over the course of his career. Join Dykhouse as he shares his stories and wisdom with the next generation of banking industry leaders. He has served in the roles of both president and chief executive officer of First PREMIER Bank since March 1995. Under Dykhouse’s leadership, First PREMIER Bank’s total assets and assets managed have grown from \$250 million to more than \$3 billion. Together with its sister organization, PREMIER Bankcard, the organization has grown from 175 employees to more than 2,300. First PREMIER has been ranked as one of the top 10 performing financial institutions of its size in the nation since 1997 by the American Bankers Association’s ABA Banking Journal.

1:45–2:30 p.m.

### **Extra Credit: Banking in the Time of COVID-19**

**Dr. Joseph M. Santos**, *Professor, Ness School of Management and Economics, SDSU, Brookings, S.D.*



Banks matter. In South Dakota, and throughout the world, most credit is intermediated, often by a community bank. Today banks operate in an extraordinary environment: monetary policy is historically loose, interest rates are historically low and fiscal policy is historically expansionary; meanwhile, a pandemic and the economic disruptions it has unleashed persist. Consequently, the financial system is awash in liquidity—that is, extra credit. In this presentation, we consider the outlook for the United States economy and its banking sector in these unprecedented times. Dr. Joseph M. Santos is the Dykhouse Scholar in Money, Banking and Regulation in the Ness School of Management and Economics at South Dakota State University, where he coordinates the Ness School’s graduate programs and teaches macroeconomics and monetary and financial economics.

2:30–2:45 p.m.

### **Break**

2:45–3:30 p.m.

### **Self-Management vs. Crisis Management**

**Dan Fischer**, *Sales Development Expert & Bank Specialist, Anthony Cole Training Group, Cincinnati, Ohio*



Every day you make decisions on how you are going to spend your time. Some of these activities support your overall objectives, and some do not. This workshop will help you prioritize your expected results so that you can plan and execute the activities that will lead to those results. The big idea is to self-manage versus crisis manage and take control of your schedule today. Dan Fischer has 28 years of financial sales and sales management experience working in the banking and insurance industries. During that time, he has developed a life-long passion for coaching along with an understanding of how to motivate salespeople. Using all the many tools and techniques from his past experience, Fischer is focused on helping bankers and sales leaders become top quartile in their efforts.

3:30–4:15 p.m.

### **Ignite Sessions**

Enjoy and learn from your colleagues as they present fast-moving, five-minute presentations accompanied by 20 slides that are personal and meaningful, informative and inspiring, provocative and profound. Presenters are:

- **Jamie Beckius**, *Dacotah Bank, Aberdeen*
- **Elizabeth Duffy**, *First Bank & Trust, Sioux Falls*
- **Derek Nolan**, *Rivers Edge Bank, Parker*
- **Tiffany Lewis**, *Richland State Bank, Bruce*
- **Joseph Lutter**, *Heartland State Bank, Redfield*

4:15–4:30 p.m.

### **Wrap Up/Adjourn**

# NEXT STEP: EMERGING LEADERS SUMMIT REGISTRATION FORM

October 26-27, 2021 | Hilton Garden Inn Sioux Falls Downtown, Sioux Falls, S.D.

## LOCATION

HILTON GARDEN INN SIOUX FALLS DOWNTOWN, 201 E. 8th St., Sioux Falls

A block of rooms has been reserved at the Hilton Garden Inn Sioux Falls Downtown for the evening of Tuesday, Oct. 26. The rate is \$134 for a traditional king room or \$129 for a traditional double queen room. Contact the Hilton Garden Inn Sioux Falls Downtown at 605.444.4700 to make your reservation **by Sept. 26**, when the SDBA room block will be released.

## REGISTRATION FEE

Fee includes the summit, lunch, breaks and reception.

**Member:** \$200 per person    **Non-Member:** \$300 per person

Bank \_\_\_\_\_ Contact Person \_\_\_\_\_

Address/City/State/Zip \_\_\_\_\_

## Registrants' Names

1. Name \_\_\_\_\_ Title \_\_\_\_\_

Address/City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

**Participating in Reception on Oct. 26:** ☐ Yes ☐ No

2. Name \_\_\_\_\_ Title \_\_\_\_\_

Address/City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

**Participating in Reception on Oct. 26:** ☐ Yes ☐ No

3. Name \_\_\_\_\_ Title \_\_\_\_\_

Address/City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

**Participating in Reception on Oct. 26:** ☐ Yes ☐ No

## Submit Registration to South Dakota Bankers Association

**Mail:** PO Box 1081, Pierre, SD 57501 **Fax:** 605.224.7835 **Email:** events@sdba.com **Online:** www.sdba.com



**Total fees due:** \$ \_\_\_\_\_ ☐ Check enclosed. ☐ Please send me an invoice.

☐ Please bill credit card: ☐ Visa ☐ MasterCard ☐ Discover ☐ American Express

Card Holder's Name \_\_\_\_\_

Credit Card No. \_\_\_\_\_ CVV \_\_\_\_\_

Expiration \_\_\_\_\_ Zip Code \_\_\_\_\_

Authorized Signature \_\_\_\_\_

**Cancellation Policy:** 100% refund if canceled Oct. 15 or prior. 75% refund if canceled Oct. 16-19.

No refund if canceled Oct. 20 or later. Substitutions allowed at any time.

- **Attire:** The suggested attire is business casual. Bring a sweater or jacket as meeting room temperatures vary.
- **Special Requests:** Contact Halley Lee at hlee@sdba.com or 605.224.1653 by Oct. 20.
- **Questions:** Contact the SDBA at 605.224.1653, 800.726.7322 or visit www.sdba.com.