



Mass Bankers
ASSOCIATION



The New England Leadership Development Program

Babson Executive Conference Center
Wellesley, Massachusetts
December 3-5, 2025

You have been identified as an effective manager in your organization. You successfully implement the objectives of your bank. But are you truly regarded as a leader within your management group? Does senior management rely on you to help shape the vision of the future, to promote core values, and to motivate your team to achieve the chosen goals? Recognizing that leaders-in-fact and leaders-in-training need a non-threatening environment to acquire or practice the skills of leadership, Massachusetts Bankers Association has designed a leadership workshop – The New England Leadership Development Workshop. This highly interactive workshop admits only a small group of senior managers, putting them in a supportive learning environment to give them an opportunity to explore the role and responsibilities of a leader.

This two- and half--day program is highly recommended for graduates of the New England School of Financial Studies, but welcomes other middle and senior managers from financial institutions. Class size is limited to allow for maximum education benefit and personal attention. Peer interaction, critical self-evaluations, and lively case study discussions are hallmarks of this excellent executive program.

Program Highlights:

Self-Awareness – Self Assessment – 180 Evaluation

Three assessment tools will be used, making this program uniquely personal. Using an online self-evaluation tool, you will first create a profile of your strengths – those talents that make you shine. A tailored leadership guide will be provided as well as recommended strategies for leading a team of diverse strengths.

In the second evaluation, you will fill out a survey describing your own management style. Six of your subordinates or peers will be asked to anonymously complete the same checklist, describing how they perceive these same characteristics in you. A confidential report will be prepared for you. The report will be compared to critical leadership requirements of succession planning, recruiting, and mentoring high potential talent, improving staff engagement and operating in a global environment.

A third self-assessment will measure your emotional intelligence, recognized as a key component in moving from a good leader to a great one.

In combination with these assessment reports, you will learn to use the FeedForward techniques to engage in self-improvement in those areas of leadership most necessary for your professional success.



The Shift from Management to Leadership

As a manager you focus on problem-solving, producing results, organizing, and controlling the process. As a leader, your role and focus must shift to creating and communicating a vision, defining and executing strategy, a heightened awareness of change, and, most importantly, influencing and inspiring others to achieve the company goals. Group discussions will explore effective techniques for making this mindset switch.

Emotional Intelligence and Leadership

IQ and technical knowledge are no longer enough to succeed as a leader. Social awareness, empathy, and self-management are critical skills that are paramount for greater success. Emotionally intelligent leaders inspire others, boost morale, and increase productivity and employee performance.

Empowerment & Engagement

You got to be a manager by being the person who got the job done – whatever it takes. To be an effective leader you have to inspire others to get the job done with enthusiasm and creativity. That means you have to start trusting others to do the work with autonomy. We will explore the differences of the two skills and ways to increase your own engagement in your position by letting go and using your time to lead.

Leadership Round Tables

Tapping into the combined experience of the workshop participants, you will share actual problems faced by executives in the industry on a daily basis. The emphasis will be on practical solutions to dilemmas of communication, delegation, staff development, decision-making, ethics, motivation, and conflict resolution. Drawing on the group's collected experience, your fellow attendees will enrich and broaden your perspective of the presented cases.

At the conclusion of this program, you will create a **personal action plan**, drawing on all of the insights you have explored over the course of the workshop – your own strengths and weaknesses, the recommended strategies and techniques, as well as the readings and discussions with the facilitators and fellow participants.

New England Leadership Development Workshop - 2025

Wednesday, Dec 3	Thursday, Dec 4	Friday, Dec 5
Strengths-Based Team Leadership 9:00 am - 12:00 pm	El and Leadership Mark Ricca 8:00 – 11:00 am	Engagement & Empowerment 8:30 – 10:30 am
	<i>FeedForward</i> Planning 11:15 am - 12:15 pm	Personal Action Plan 10:45 am - 12:00 pm
Lunch	Lunch	Lunch
Consensus Building 1:00 - 3:15 pm	Leadership Roundtables 1:15 - 5:00 pm	
Management Feedback Profile 3:30 - 5:15 pm		
Dinner	Dinner	

Faculty:

Gloria Pritchard-Becker

Principal, Glory B & Associates
Lexington, KY

Gloria is the Principal of Glory B & Associates, a management and leadership development organization with offices in Lexington, KY. She specializes in designing development programs for financial services firms. Drawing on her prior experience as Senior Director of Program Development with both the American Bankers Association and America's Community Bankers, Ms. Pritchard-Becker brings an understanding of the qualities and skills needed to succeed. She began her banking career as a CSR at a Denver commercial bank, advancing to a vice president and trust officer at a \$3.6 billion New York City savings bank. Ms. Pritchard-Becker brings to her consulting work years of practical experience as a senior officer, a banker, and a mentor to hundreds of community bankers. She has gained insights through engagement with the clients, faculty and bankers involved in the workshops and school programs she has created.

Mark Ricca

Vice President, Learning Dynamics

Mark Ricca's distinguished career includes that of Bank President, General Counsel, and Professor. Throughout his career Mark has also dedicated time to teaching, including his recent professorship at the Business, Finance and Management School of New York teaching courses on the US Financial System and Cross-Cultural Management.

Accommodations

Students are encouraged to reside at the Babson Executive Conference Center to experience all the benefits of this intense program. Located on Babson College's campus in Wellesley, Massachusetts, the Center provides a blend of advanced conference facilities and thoughtful amenities in an ideal setting to share, engage, and learn. For directions, visit the center's website, <http://www.babson.edu/executive-education/babson-executive-conference-center/Pages/conference-center-directions.aspx>.

Tuition

\$1,095 per person, members \$2,190 per person, nonmembers

Accommodations

\$1,125 single occupancy – Wednesday and Thursday nights (Includes the meals and breaks).

Day Student Fee

\$700 (For those not requiring overnight accommodations. Includes the meals and breaks.)

