Mass Bankers
ASSOCIATION



The New England Leadership Development Program

Babson Executive Conference Center
Wellesley, Massachusetts
December 8-10, 2026

Are You Ready to Make the Shift from Manager to Leader?

You've proven yourself as an effective manager. You deliver results, execute your bank's objectives, and successfully lead your team.

But leadership requires more.

Are you someone senior management looks to for perspective and ideas? Can you help shape the organization's future, reinforce its values, navigate change, and inspire others to achieve at a higher level?

The **New England Leadership Development Workshop**, presented by the Massachusetts Bankers Association, is designed to help experienced and emerging leaders make that important transition from **managing the work to leading the organization and its people**.

This highly interactive, two-and-a-half-day program brings together a small group of middle and senior-level banking professionals in a supportive environment where participants can examine their leadership styles, strengthen critical skills, learn from one another, and develop greater confidence as leaders.

The program is highly recommended for graduates of the **New England School for Financial Studies (NESFS)** and is also open to other middle and senior managers from financial institutions.

Enrollment is intentionally limited to encourage meaningful discussion, individual attention, candid feedback, and strong peer interaction. Self-assessment, leadership exercises, real-world case studies, and facilitated discussions make this a highly personal and practical leadership experience.

Program Highlights:

Know Yourself as a Leader

Self-Awareness – Self Assessment – 180 Evaluation

Effective leadership begins with self-awareness. Participants will complete three assessments designed to provide a deeper understanding of their strengths, leadership style, and opportunities for growth.

First, an online strengths assessment will help identify the talents and characteristics you naturally bring to your role. You'll receive personalized insights and strategies for leveraging those strengths while leading teams with different skills and working styles.

A second assessment will examine your management and leadership style from multiple perspectives. You will evaluate your own approach, while selected colleagues or direct reports anonymously provide feedback on how they experience your leadership. Your confidential results will help identify strengths, potential blind spots, and areas for continued development.

A third assessment will explore your emotional intelligence, an increasingly important component of effective leadership.

Together, these insights will help you identify where you are today as a leader and where you want to grow. You'll also explore FeedForward techniques, which shift the focus from reviewing past performance to identifying specific actions that can improve your leadership effectiveness going forward.

The Shift from Management to Leadership

Strong managers solve problems, organize resources, manage processes, and deliver results. Strong leaders must do those things while also looking beyond the immediate task.

Leadership requires the ability to communicate a vision, think strategically, anticipate and navigate change, influence others, develop talent, and inspire people to work toward shared goals.

Through facilitated discussions and exercises, you'll explore the mindset and behaviors required to move beyond managing day-to-day responsibilities and become a more strategic and influential leader within your organization.

Emotional Intelligence and Leadership

Technical expertise and industry knowledge may help you become a successful manager, but they are not enough to make you an exceptional leader.

Self-awareness, empathy, social awareness, adaptability, and self-management all influence how effectively you communicate, build trust, manage difficult situations, and motivate others.

You'll explore how emotionally intelligent leaders strengthen relationships, improve engagement, navigate conflict, and create environments where people can perform at their best.

Empowerment & Engagement

Many successful managers earned their positions by becoming the person others could count on to get things done. Leadership requires learning when not to do everything yourself.

Effective leaders build capable teams, delegate with confidence, create accountability, and give others the autonomy to contribute their ideas and expertise.

This session explores the shift from doing to leading, including how to let go appropriately, empower others, increase employee engagement, and create more time to focus on the strategic responsibilities of leadership.

Leadership Round Tables

Some of the best leadership lessons come from other leaders.

Leadership Roundtables tap into the collective experience of workshop participants through candid discussions of real challenges facing banking professionals today.

Participants will work through practical leadership situations involving communication, delegation, employee development, decision-making, ethics, motivation, accountability, and conflict resolution.

By hearing how peers would approach the same challenge, you'll gain new perspectives, practical strategies, and ideas you can bring back to your own organization.

Turn Insight into Action

Leadership development shouldn't end when the workshop does.

At the conclusion of the program, you'll create a personal leadership action plan based on what you've learned about your strengths, opportunities for growth, leadership style, emotional intelligence, and professional goals.

Drawing on your assessments, exercises, facilitated discussions, peer perspectives, and program resources, you'll leave with specific strategies you can put into practice immediately.

The goal isn't simply to become a better manager. It's to become the kind of leader others trust, follow, and look to when it's time to move the organization forward.

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.

New England Leadership Development Workshop - 2026

<table>
<tr><th>Tuesday, Dec. 8</th><th>Wednesday, Dec. 9</th><th>Thursday, Dec. 10</th></tr>
<tr><td rowspan="2">Strengths-Based Team Leadership

9:00 am - 12:00 pm</td><td>EI and Leadership
Patty Sanchez-Franco

8:00 – 11:00 am</td><td>Engagement & Empowerment

8:30 – 10:30 am</td></tr>
<tr><td>FeedForward Planning

11:15 am - 12:15 pm</td><td>Personal Action Plan

10:45 am - 12:00 pm</td></tr>
<tr><td>Lunch</td><td>Lunch</td><td>Lunch</td></tr>
<tr><td>Consensus Building

1:00 - 3:15 pm</td><td rowspan="2">Leadership Roundtables

1:15 - 5:00 pm</td><td rowspan="2"></td></tr>
<tr><td>Management Feedback Profile

3:30 - 5:15 pm</td></tr>
<tr><td>Dinner</td><td>Dinner</td><td></td></tr>
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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

$1,145 per person, members

$2,290 per person, nonmembers

Accommodations

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

Day Student Fee

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

