

**NH Bankers**  
ASSOCIATION

with



**University of  
New Hampshire**  
Peter T. Paul College of  
Business and Economics

Present an Intensive Program for Future Leaders in Banking

# LEADERSHIP FOUNDATIONS CERTIFICATE WITH UNH

Unlock your potential as a future Banking leader with our new Leadership Foundations Certificate. Designed to instruct foundational leadership skills and equip bankers to lead change, this new program offers a comprehensive focus on how to think, act and communicate as a leader, along with key banking concepts put to the test through a bank simulation program. Join us as part of UNH Paul College's executive education division and elevate your career to new heights.



Growing tomorrow's leaders, today.

## PROGRAM OBJECTIVES:

Through a combination of readings, case studies, self-assessment, and experiential learning activities participants will:

- Prepare for a management role or higher level management role
- Explore the distinction between leading and managing
- Develop strategies for managing change with a variety of constituencies
- Develop skills/experience in thinking strategically
- Enhance their leadership communication skills and confidence in navigating difficult conversations
- Understand the key drivers of team effectiveness

## WHO SHOULD ATTEND:

- Bankers who are beginning their careers or are new to a management position.
- Bankers who may have already attended the Northern New England School of Banking (NNESOB).
- Managers, Human Resources, and Presidents/CEOs should expect to be invited to the orientation for managers and to the certification recognition luncheon, and to be a resource, supportive and engaged with their employee participating in this program.

## EXPECTATIONS:

- All sessions must be attended to receive the NH Bankers/UNH Emerging Leaders Certificate. Accommodation for emergencies will be considered in the upcoming year.
- Attending 2, 1-day sessions on campus at UNH for the entire scheduled day
- For virtual sessions, cameras should be turned on and minimize other distractions such as email.
- Homework should be completed in a timely manner to receive the certificate.
- Participation in all sessions and with your peers is encouraged!



## I.

**December 8, 2025**

10:00 a.m. Virtual Program Orientation for Managers

**The Manager's Role in Supporting Leadership Training** [Bill Hassey, Ed.D.](#)

1-hour orientation for all direct supervisors of 2025 Leadership Foundations Certificate Class with UNH participants. Attendees invited include managers, human resource managers, and the President/CEO of the bank.

## II.

**January 5, 2026**

10:00 a.m. Virtual Program Orientation for Participants

**The Emerging Leader Program and Development Journey** - [Bill Hassey, Ed.D.](#)

1-Hour program overview, expectations, and foundational lessons in leadership development.

## III.

**Kickoff: January 12, 2026**

Grappone Center, Concord – **Emerging Leaders Conference**, open to all emerging leaders within the banking industry, including the Leadership Foundations Certificate Class with UNH. (No additional registration fee for LF participant)

## IV.

**February 9, 2026**

NH Bankers Office, 2 Eagle Square, 2nd Floor, Concord

Join your peers for a half-day session offering an overview of the banking landscape – highlighting areas that may fall outside your usual day-to-day responsibilities.

- 9:30 a.m. **Ice Breaker** – fun activity to get to know your classmates
- 10:00 a.m. **Economic Update** with Brian Gottlob, Polecon Research (*tentative*)
- 10:40 a.m. **Current State of Mortgage Lending** with Jaime Frederes, SVP-Residential Lending Officer, NH Mutual Bancorp (*tentative*)
- 11:10 a.m. **Current State of Commercial Lending** with Kim Lebron, EVP & Chief Lending Officer, Ledyard Bank (*tentative*)
- 11:40 a.m. **Innovation Insights** - The community banking landscape is changing and keeping up with those changes is more challenging than ever before. The increase of fintechs in the banking space has given rise to unprecedented competition. To stay relevant in today's market, community bankers must embrace innovation and look to reap the benefits this can provide to a bank's customers.
- 12:30 p.m. **Lunch**

## V.

**March 3, 2026**

**Capitol Day, Concord** (No additional registration fee for LF participant)

The state's premier banking advocacy event is the perfect opportunity to learn more about the NH Bankers Association's efforts at the State House. Participants will have the unique chance to hear directly from Legislative Leadership about their priorities, ask them questions, and learn more about the process and issues happening under the Golden Dome.

## VI.

**April 7, 2026**

On campus at UNH - 8:30 am – 4:30 pm

**Thinking and Acting as a Leader** [Bill Hassey, Ed.D.](#)

- Identify key differences between managing and leading and when each is called for
- Identify personal leadership challenges and opportunities faced within the next 3-6 months
- Form peer coaching groups and practice peer coaching skills

**Leading Change** [Michael Kukenberger, PhD](#)

- Apply change leadership frameworks to case material to identify key areas for leader action
- Working Through Resistance
- Explore the role of communication in leading through uncertainty and change

## VII.

May 5, 2026

NH Bankers Office, 2 Eagle Square, 2nd Floor, Concord

Engage in a half-day session with your peers to build key skills and gain insights into the critical challenges the banking industry is facing in today's dynamic rate environment

- 9:00 a.m. **The Importance of Managing Liquidity** - If the last three years have taught bankers anything, it's that you can't sleep on your liquidity positions. Rapidly rising rates caused bank liquidity to dry up on all parts of the balance sheet, forcing bankers to employ strategies they haven't employed in a long time, if ever. We will review Liquidity Management Best Practices and will suggest some cost-effective means for improving cash management.
- 10:00 a.m. **Asset Liability Management – Key Concepts** - The banking regulators have well-defined standards for measuring and monitoring interest rate risk for community banks. We will revisit some key topics, terms and acronyms related to ALM, and suggest some available tools and resources to manage rate risk.
- 11:00 a.m. **CFO Panel**
- 12:00 p.m. **Lunch**

## VIII.

June 9, 2026

On campus at UNH, 8:30 am – 4:30 pm

**LEADERSHIP COMMUNICATION/INCLUSIVE AND EQUITABLE LEADERSHIP**

**Communication & Difficult Conversations** [Victoria Parker, D.B.A.](#)

- Identify key elements that drive difficult conversations
- Apply frameworks to analyze and prepare for such conversations
- Practice skills for difficult conversations through role-plays and mini cases

**Teams and Teaming** [Tuck Pescosolido, PhD](#)

- Identify key drivers of team effectiveness
- Understand how inclusion, equity, and belonging can influence team effectiveness
- Understand potential interventions to improve team effectiveness

## IX.

August 5, 2026

NH Bankers Office, 2 Eagle Square, 2nd Floor, Concord, NH

- 9:00 am - Refresher on putting the recently learned communication and inclusivity skills to work. – *Tentative*
- 10:00 am – 11:45 am - **CAMELS & Interest Rate Risk**, Dave Sidon, CPA, President, Navis Partners LLC
- 11:45 am – Lunch Break
- 1:00 pm – 3:00 pm - **Balance Sheet Management**, Dave Sidon, CPA, President, Navis Partners

## X.

August 12, 2026

8:30 am – 4:00 pm, NH Bankers Office, 2 Eagle Square, 2nd Floor, Concord, NH

- **Banqueworks Team Building Exercise** - Apply management and sensitivity skills learned through a bank simulation module, Dave Sidon, CPA, President Navis Partners

## XI.

September 2, 2026 (*Tentative*)

12:00 pm – 2:00 pm

Certificate Recognition lunch with CEOs  
(Location TBD)

