



Leading

in Times of Disruption

GABV
LEADERSHIP ACADEMY – DIGITAL
2021

INTRODUCTION

2020 has shown our ability to respond to disruptive challenges quickly and effectively. But the long-term impact of the pandemic on our organizations, our clients and society is still emerging.

Leaders need to develop transformational literacy to bridge this current reality with a future that the bank and its leaders are envisioning.

That includes the ability to effectively create solutions and the aspired results. This capacity is even more crucial for GABV members who are committed to serving many marginalized clients and initiatives.

This program, **Leading in Times of Disruption**, has been created to help leaders in values-based banks to step into their potential and to learn how to lead in moments of disruption and high complexity.

OBJECTIVES OF THE PROGRAM

Leading in Times of Disruption is an online program with five sessions that combine individual and peer coaching sessions for the participating leaders. The program will run from March to June 2021. Key objectives of the program are:

- **Learn and practice tools and methods** on how to lead in times of disruption: based on the Theory U concept developed at the MIT Sloan School of Business, participants deepen their leadership skills on “Leading from an Emerging Future.”
- **Create a safe and credible space** in which GABV member institutions can, together, deepen their understanding of the systemic forces that underpin the coronavirus disruption.
- **Prototype solutions** that can enable their institution to survive the impact of the pandemic and position themselves to thrive post-crisis.
- **Enable participants** to acquire and strengthen the leadership capabilities and practices needed to successfully ride the impact of the coronavirus-instigated storm and disruption.

THE APPROACH

We seek to address the ‘blind spot’ of leadership in crisis moments:

- **by shifting the inner place** from which leaders operate when confronted with huge disruption and innovate from an emerging future
- **by experimenting** with practices, processes and ways of being in order to respond to challenges faced.

FORMAT: FIVE ONLINE SESSIONS & COACHING SESSIONS

The program combines five online modules with cross organizational group coaching and individual coaching with the facilitators in between the modules. Please note sessions one, three and five will be intense and run over 1.5 days, while sessions two and four will run over 0.5 day. There will be an additional 2-hour session in between modules 3 and 4.

Each of the five sessions has three parts:

1. Frameworks and concepts, 2. Practices and tools, 3. Engagement and dialogue

The program will feature guest speakers from different GABV member banks as well as international thought leaders.

EXAMPLES SESSION TOPICS ARE:

Session 1: March 2 + 3, 2021

In collaboration with the GABV Annual Meeting – hosted virtually by Sunrise Banks (USA)

- Engage with other participants from GABV member banks during the annual meeting
- Core capabilities of what it takes to lead in times of disruption
- Four levels of listening and dialogue
- Core framework of values-based banking
- Business cases of GABV member banks

*Individual Coaching or Case Clinic with peers
(alternate between sessions)*

Session 2: April 15, 2021

Co-Sensing – Leaning into the Emerging Future

- How to mobilise what it takes to respond to a crisis
- Cultivating quality of Attention & Mindfulness
- Basic rules for effectively working in a digital environment
- Application

*Individual Coaching or Case Clinic with peers
(alternate between sessions)*



Session 3: May 10 + 11, 2021 **Co-Inspiring – Intentional Leadership**

- How to awaken our sources of creativity and generativity
- Journaling and solo
- Leading values-based organizations
- Eco-system leadership for impact
- My leadership intention: defining the north start of my leadership
- Application

*Individual Coaching or Case Clinic with peers
(alternate between sessions)*

In between-Session: Co-Crystallising – From intention to action

- How to move from intention to action
- Application

Session 4: June 4, 2021 **Co-Prototyping – Practice and Performance, Rehearsing the Future**

- Identification of prototypes for tackling the challenge
- Prototyping bootcamp
- Application

*Individual Coaching or Case Clinic with peers
(alternate between sessions)*

Session 5: June 16 + 17, 2021 **Co-Evolving – Grow Innovations and Eco-Systems**

- Review and presentation of prototypes and harvesting lessons
- How to move from experimentation to institutionalising
- From ego- to ecosystem economics
- Eco-system finance

If the situation allows, we will add an in-person session in the future.

Stepping into perspective, improving the quality of one's social interactions and improving one's self awareness – these three key elements have elevated my leadership to a new level. To stay true to you and to lead with intention. Important in any sector these days but absolutely critical for leading in a values-based environment.

WHO SHOULD PARTICIPATE?

The online program is designed for leaders of GABV member banks who wish to co-create a future of values-based banks that consider the well-being of people and the planet. Participants benefit most from the program when they:

- are leading a team, a department of project, or are a senior co-worker with a wide range of responsibilities,
- are open to new ideas and wish to advance their leadership skills,
- are interested in thinking about innovations for values-based banking in times of disruption, and,
- are committed to advancing the idea and practice of values-based banking.

TUITION

Member banks from the US, Europe and Australia	\$ 4,350
Member banks from the rest of the world	\$ 1,450
Non-member banks from the US, Europe and Australia	\$ 4,950
Non-member banks from the rest of the world	\$ 2,450

Minimum number of participants: 26

A limited number of scholarships are available for GABV member banks.

Please note: A possible in-person meeting would be priced separately.

TIME COMMITMENT AND SCHEDULE

Each session will be held in two time zones to allow participants across the GABV network to participate:

Group EAST: UTC 10:00-17:00

Group WEST: UTC 15:00-21:30

Session 1: March 2 + 3, 2021

(one full day, one half day)

Session 2: April 15, 2021

(half a day)

Session 3: May 10 + 11, 2021

(one full day, one half day)

In between Session: TBD

(2 hours)

Session 4: June 4, 2021

(half a day)

Session 5: June 16 + 17, 2021

(one full day, one half day)

Please be prepared that because of the international nature of this program the timing might expand normal working hours.

Preparation required per module:

0.5 days

Coaching and in-between work:

1-2 hours per week

PREREQUISITE

We will deliver the training via Zoom. Prerequisite for participating is access to a stable internet connection and to Zoom. In addition, a quiet location without interruptions is highly recommended.



To be part of the first GABV Leadership Academy was a once in a lifetime opportunity for me. A chance for me to grow in my own personal leadership to be more courageous and confident in my role. It also allowed me time for reflection, I learned that a strong leader has to look outward and inward and to always bring my authentic self.

PROGRAM LANGUAGE

The program language is English.

APPLICATION

To apply for the program please go to:

<https://www.presencing.org/programs/market-place/leading-in-times-of-disruption>

REGISTRATION DEADLINE

Deadline for Registration February 5, 2021

FACILITATION

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Global Alliance for
Banking on Values