

Building Leaders:

**BUILDING
COMMUNITIES**



**EDUCATION
FOUNDATION**

**THE 26TH ANNUAL
IBAT LEADERSHIP CONFERENCE**

**Hyatt Hill Country Resort & Spa
San Antonio, Texas
June 16-18, 2011**

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Wednesday, June 15

2:00 – 5:00pm Conference Registration

Thursday, June 16

8:00am – 1:00pm Golf Tournament – *open to all registered golfers and sponsors*

10:00am – 5:00pm Conference Registration

1:00 – 2:30pm Opening Workshop

■ **Commandments for Leadership** – Phillip Van Hooser – *open to full registrants*

2:30 – 7:30pm Exhibitor Tabletops

3:00 – 5:30pm Kids – Money Camp – *open to all registered children, spouses and guests*

3:00 – 4:30pm Opening General Session

■ **Transformational Leadership** – Phillip Van Hooser – *open to full registrants*

4:30 – 5:45pm Exhibitor “Speed Dating” – *open to full registrants*

6:00 – 7:30pm Opening Reception with Exhibitors / Purse and Toy Auction –
open to full registrants, spouses, guests and children



Friday, June 17

7:30am – 12:00pm Conference Registration

7:30 – 8:30am Buffet Breakfast – *open to full registrants*

7:30 – 8:15am Workshop

■ **Community Involvement Information Exchange** – *open to full registrants*

8:30am – 12:30pm General Session – *open to full registrants*

■ **Perspective Panel – Vital Issues** – Moderator: Steve Scurlock; Panelists: David Williams, Gary Wells, Troy Robinson

■ **Bank Technology Today: Internet, Mobile and Social Media** – Derik Sutton

■ **Excellence in Leadership Award**

■ **Changing of the Guard**

■ **Awesome/Awful Leadership: The Good, The Bad, and The Ugly** – Keith Hughey and Chris Williston

1:00 - 2:30 Workshop (includes lunch) – *open to full registrants*

■ **Lead on Purpose: Create the Emotional Connection with Employees, Customers and Shareholders** – Linda Talley

Afternoon Free – *optional tickets and special pricing for Sea World and Fiesta Texas tickets.*

5:30 – 6:30pm Hospitality Suites – *open to full registrants, spouses, guests and children*

6:30 – 10:00pm Family Fun Night – *open to full registrants, spouses, guests and children*

Saturday, June 18

7:30 – 11:00am Conference Registration

8:30 – 9:30am Pancake Breakfast – *for the entire family, served by the Leadership Board of Directors*

9:30 – 11:00am Closing General Session – *open to full registrants*

■ **Leadership: Making Everybody on the Team a Captain** – Josh Davis

11:00am Adjourn

EDUCATION



Josh Davis



Keith Hughey



Derik Sutton



Linda Talley



Phillip Van Hooser



Chris Williston

Commandments for Leadership

Thursday, June 16 1:00pm

■ Phillip Van Hooser, Van Hooser Associates, Inc.

In a nationwide survey, employees were asked one question: “What one practical concept does your manager need to know about leading people?” Hundreds of responses yielded these critical concepts every executive and manager who wants to be taken seriously as a leader should understand and practice. Content areas:

- The critical link between relationship-building with employees and leadership success
- The correlation between emotional self-control and leadership effectiveness
- Two facts about employee motivation
- Finding opportunities to reward employee behavior, encourage risk and invite dissent
- Three step formula for earning respect as a leader

Transformational Leadership

Thursday, June 16 3:00pm

■ Phillip Van Hooser, Van Hooser Associates, Inc.

Competitive, growth-oriented businesses require multi-faceted leaders who generate profits while improving employee performance and retention. Through real-life examples and cutting edge discussions, Phil offers executives and managers practical strategies that will transform the way they solve complex leadership issues. Content areas:

- Equipping leaders to empower their people
- Managing change and maximizing the opportunities change brings
- Making and communicating difficult decisions
- Motivating today’s new breed of employee
- Managing conflict and confrontation with positive results

Community Involvement Information Exchange – We Put the “Community” in “Community Banker”

Friday, June 17 7:30am

A panel of industry leaders will lead a casual conversation brainstorming how community bankers are involved in their communities. A recent national survey confirms what we already knew – people trust community banks more than the mega-banks that put our nation’s financial system on the brink of collapse. It is the community banks, owned and operated by local citizens, whose safety and soundness practices keep local economies strong and thriving.

Perspective Panel – Vital Issues

Friday, June 17 8:30am

■ Moderator – Steve Scurlock

Panelists (invited):

■ J. David Williams, HCSB, Kerrville

■ Gary Wells, Happy State Bank, Amarillo

■ Troy Robinson, Bank Texas, Quitman

What do you do in tight times, when everyone talks about getting back to the basics of reducing expenses and increasing profits?

A distinguished panel of community bankers will discuss new ideas around bank technology, marketing in the new economy, and innovative ways to generate noninterest income while improving customer service.

Bank Technology Today: Internet, Mobile and Social Media

Friday, June 17 9:45am

■ Derik Sutton, McCoy Myers and Associates

Which competitor concerns you the most, the bank across the street or PayPal? Traditional payment channels are fracturing. Is that good or bad for community banks? Community banks pride themselves on customer service. What if your customers don't come to the bank for service anymore? Derik Sutton will discuss bank technology today.

Awesome/Awful Leadership: The Good, The Bad, and The Ugly

Friday, June 17 11:00am

■ J. Keith Hughey, J. Keith Hughey Company

■ Christopher L. Williston, CAE, Independent Bankers Association of Texas

Two seasoned professionals who have made it their avocation and passion to understand effective leadership traits and their correlation with organization effectiveness will conduct this lively, interactive session. Participants will gain a better understanding of what constitutes good and bad leadership traits based on their own work/life experiences and will learn which specific skills they must develop to become awesome leaders.

Lead on Purpose: Create the Emotional Connection with Employees, Customers and Shareholders

Friday, June 17 1:00pm

■ Linda Talley, Linda Talley & Associates, Inc.

Are you a commodity or a leader in your industry? There are 7 key strategies that will improve your communication and relationship skills, thereby impacting your productivity and profitability. Learn the successful 7 strategies and 14 tactics for leadership in order to differentiate your business based on how you are leading your clients (internal and external) into the future.

This program focuses on the trend towards developing a more authentic and emotional leader. This is not about style but about building the leader who is more authentic and creates the emotional attachment necessary to lead in today's frenzied economic-paced environment. This program will be an interactive presentation where attendees will develop specific action steps that they can implement which support the 7 strategies and 14 tactics presented. At the conclusion of this program, attendees will have a complete strategic plan, ready for implementation, for differentiating themselves as true leaders.

Leadership: Making Everybody on the Team a Captain

Saturday, June 18 9:30am

■ Josh Davis, 5-Time Olympic Medalist

Josh was captain of the first USA junior team in 1989 at the age of 16. He was elected captain of his high school team in 1990 at 17, then his college team in 1994 at age 21, then was co-captain of the USA swim team for three years from 1997 to 2000. Josh shares his principles of leadership that anybody can apply to achieve maximum effectiveness for a group striving for peak performance

Josh has been involved with the ministry Fellowship of Christian Athletes and Athletes in Action for many years. At The University of Texas, Josh became president of FCA and started a life-long passion of sharing with others the reason for the hope he has in his own life. Josh communicates how important it has been for him to have a good head coach and how developing himself spiritually lead him to the best head coach ever!

CONFERENCE ACTIVITIES



Golf Tournament

Hyatt Hill Country Resort Oaks and Creeks Courses

Thursday, June 16 8:00 am

The annual Leadership Conference Golf Tournament will be held at the new Hyatt Hill Country Oaks and Creeks Courses. The Hill Country Golf Club meets all the standards of a truly great golf club. The championship course is a beautiful, dramatic and balanced 27-hole facility designed by the nationally acclaimed golf course architectural firm, Arthur Hills and Associates.

Set on more than 200 acres, the golf course has a wide-ranging terrain, with rolling meadows, steep hillsides, wooded ravines and tree-shaded plateaus, as well as the tranquil threat of lakes and ponds. The golf course features championship character from its longest tees, offering a variety of shot challenges expected by the most experienced players.

The course features the Precedent, upscale golf cart from Club Car, equipped with the UpLink global positioning satellite golf yardage system. This computerized system is designed to enhance the golfing experience and offers automatic full aerial views of each hole and measures distance from your ball to the hole. The system also offers playing tips, electronic scoring and emergency messaging to and from the Pro Shop.



Exhibitor “Speed Dating”

Thursday, June 16 4:30pm

Each attendee will be assigned to a team for activities throughout the conference. One of the teambuilding activities will be the Exhibitor “Speed Dating” Session. Attendees will start at an assigned booth and rotate booths every two minutes. This allows the attendees to meet each exhibitor and vice versa.



Exhibitor Reception and Purse/Toy Auction

Thursday, June 16 6:00pm

In addition to the exhibits on Thursday, a purse and toy silent auction will be set up to benefit the IBAT Education Foundation. Attendees and their families may view and bid on the items from 2:30 – 7:30 pm. Winners will be posted Thursday evening and items can be paid for and picked up at that time, or on Friday from 8:00 am – noon. (Visa, MasterCard and Discover credit cards accepted.)

New this year: We will have 10-12 big items and sell tickets at \$10 each. The idea is for you to put your ticket in the bucket in front of the item of your choice. The more tickets you place in the bucket, the better your chances!



Family Fun Night

Friday, June 17 6:30pm

Join us for an evening of food, fun and dancing! Hill Country is the perfect setting for fun and games. We will begin the evening with family friendly activities for the young ‘uns and the young at heart. We will close the evening out with dinner and dancing in the Luckenbach Pavilion featuring the cover band Old Dog Tray.

Money Camp

Thursday, June 16 3:00pm

Kids will have a blast while learning the basics of money and counting in a fun filled atmosphere. This interactive camp continues to evolve with the feedback from prior years and the times. We'll always keep the focus on ways to earn, save and spend money. We'll build piggy bank bird houses, following the theme of the conference.

New this year: we'll add some fun exercises using Xbox Kinect, the Deluxe check book challenge, speed competitions on packing a knapsack or grocery sack. We'll also have story time for the little ones. Valdo Perales will keep everyone hopping with calisthenics and stretching exercises for moms and kids, middle schoolers and teens. Wear your shorts and tennis shoes for easy movement.

Activities will include 10-15 minute events that rotate. No one will be bored...everyone will be a success and make a little bit of money for each completed activity. Yes, there will be a piggy bank bird house parade into the Opening Reception at the conclusion of Camp.

Who Should Attend: All elementary and middle school kids are welcome; younger kids may participate in arts and crafts, story time and stretching if accompanied by a parent or guardian.

What to Wear: Comfortable clothes and gym shoes.

How to Register: Sign up each camp attendee by name and age on the Leadership Conference registration form.

Camp Counselors Wanted: Seeking 20 teen and adult (age 12 and older) volunteers to help facilitate Money Camp activities. Register your interest (or your teen's interest) by name, age, and interest area (arts and crafts, Xbox-Kinect, exercise, counting and sorting money relays) by email. Send to mlange@ibat.org. Make the subject line say "Money Camp Counselor." Camp Counselors will be rewarded – yes, with money – \$20.

Camp Hyatt

Say "yeehaw!" to one of the best experiences your kids will ever have. Welcome to Rowdy's Camp Hyatt, where kids explore the best of Texas and the wild, wild west. Head out to the nature trail and search for real Indian arrowheads. Enjoy a game of wet and wild sponge tag! Listen to a cowboy storyteller, build sandcastles on the manmade beach, walk the nature trail, and splash in the river pool.

Rowdy's Camp Hyatt (named for the dog that used to chase jackrabbits on the land when it was a ranch) combines Texas traditions, crafts and fun activities for ages three to 12.

Our Camp counselors are trained to entertain your children, so you can relax and enjoy everything our Texas family resort offers for grown-ups, like pampering treatments at Windflower-The Hill Country Spa, round of golf or romantic dinners at Antlers Lodge.

Call 210.647.1234 prior to arrival, to secure your child's spot for their most memorable vacation.

Optional Sea World Tickets

SeaWorld San Antonio, the world's largest marine life adventure park and family entertainment showplace, presents a splashy lineup of more than 26 sensational shows, thrilling rides, animal attractions and educational experiences for all ages. It's actually four parks in one on 250 acres: a show park, a rides and slides park, a water park and an amazing animals park.

Regular admission prices are \$59.99 for adults and \$49.99 for children 3-9. However, IBAT has negotiated special pricing if we have commitments from 50 people. The discounted rates are \$29.99 for adults and \$22.99 for children 3-9. Reserve your tickets by marking the appropriate spaces on your registration form.

LOCATION / ACCOMMODATIONS



About the Hotel

Hyatt Regency Hill Country Resort and Spa
9800 Hyatt Resort Drive
San Antonio, Texas 78251

Step into a world where luxury and gracious hospitality meet.

True to its rich history as the Rogers-Wiseman family ranch, the resort has blended down-home comforts with upscale luxury. The resort is as enjoyable for new guests as it was for those who stayed on the ranch generations ago. Delight in the charm of this resort, including the regional architecture and native limestone elements of the Texas Hill Country, as you immerse yourself in all the amenities and activities the Hyatt has to offer. Take advantage of 27 holes of Arthur Hills designed championship golf, world-class Windflower spa and four-acre water playground. Or, venture just minutes from the hotel to tour the Alamo, SeaWorld San Antonio and other famed local attractions.

Hyatt Hill Country's prime location, extensive dining options, versatile event space and unmatched service make this the unsurpassed choice among San Antonio, Texas resorts.

Accommodations

Special room rates are available for IBAT Leadership Conference attendees. Single to Double occupancy is \$185 per night, Triple occupancy is \$210, and Quadruple is \$235. Specific room requests are not guaranteed, however, every effort will be made to facilitate each request. The hotel's cancellation policy is 48 hours prior to arrival to avoid a charge of first night's room and tax. To reserve a room, complete the housing form, which is on the reverse side of the registration form, and mail or fax to IBAT by May 9, 2011.



Follow all the action on Twitter using
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Become a fan of the Leadership Division on
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Registration Information

Leadership Division and IBAT Member registration fees include handout materials for all education sessions, reception on Thursday, breakfast and dinner on Friday, and breakfast on Saturday. Register online at www.ibat.org or complete and return the enclosed form.

Spouse, guest and child registration fees include reception and Kids Money Camp on Thursday, dinner on Friday night, and pancake breakfast on Saturday. Spouses and guests are welcome to attend educational sessions but they will not receive handout materials.

Interested in becoming a Leadership Division member? Pay the IBAT member price and check the box on the registration form regarding membership, and a portion of your registration fees will be used for membership dues.

Cancellation Policy

Registration cancellations received on or before May 9 will be refunded in full. Cancellations received between May 10-May 27 will be refunded less a \$75 administrative fee. Any cancellations received after May 27 will not be refunded. Substitutions are allowed and encouraged.

Tax Deduction

The IRS requires a notice on all registration forms, which informs the attendee of the amount of the registration fee representing food and beverage that is deductible as an ordinary business expense. We estimate the food cost of your basic registration is \$325. Under current tax law 50% of this amount is deductible as an ordinary business expense. Please contact your accountant or tax advisor for further details.

Special Needs

Individuals in need of special assistance with regard to this conference are requested to contact Julie Courtney, CAE, CMP with IBAT (800.749.4228 or jcourtney@ibat.org) at least one week before the meeting so that appropriate arrangements can be made.

Conference Dress

All educational sessions and evening activities are resort casual. Shorts are acceptable and encouraged. Proper golf attire must be worn at the golf tournament.

Continuing Education Credit

This conference will provide up to ten (10) hours of Continuing Education Credits (CEU's).

Consent to Use of Photographic Images

Registration and attendance at, or participation in, IBAT meetings and other activities constitutes an agreement by the registrant to IBAT's use and distribution (both now and in the future) of the registrant's or attendee's image or voice in photographs, videotapes, electronic reproductions and audiotapes of such events and activities.

Registration Fees

	Before May 9	After May 9
Leadership Division Member	\$565	\$630
IBAT/CBAO Member	\$665	\$730
Nonmember	\$765	\$830
Family Members - Spouse/Guest/Child	\$295	\$360
Exhibitor Full Registrant	\$395	\$455
Golf Tournament	\$175	\$175
Individual Tickets		
Thursday Evening Reception	\$125	\$150
Friday Reception & Dinner	\$175	\$200

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