

## What is the Leaders of Tomorrow Group and How Can It Help My Bank?

- Leaders of Tomorrow (LOT) is comprised of a discerning group of bankers who want to provide more value and substance to your bank. The group is made up from your employees and it provides a training ground for the next generation of CEOs and upper management. Several have gone on to become either CEOs and are thus ineligible for membership or they have advanced to become members of the CBI Board of Directors.

*President Tom Bates, Keokuk County State Bank, Sigourney, stated, "I have seen firsthand how effective the Leaders of Tomorrow program is in supporting this next generation of independent community bankers."*

- LOT is a networking source providing a connection identifying others with the same background and same work complexities. Webinars are excellent for education, but face-to-face meetings are invaluable for networking.

*President Kris Ausborn, Iowa Trust & Savings Bank, Emmetsburg, noted that, "LOT provides an excellent opportunity for CBI members to discuss current banking issues and network with other bankers."*

- Speakers and topics at each meeting ensure that bankers will learn about all areas of finance not just those that directly relate to them. All speakers and topics are selected by LOT members.

*After listening to a recent presentation one banker commented, "We learn here so that when it happens to us, we have an idea what to do and we have contacts."*

Each year the bankers select the speakers and topics and invite them to give presentations at these meetings. Well-known speakers give expert advice and provide a learning experience that some bankers might not receive anywhere else. The caliber of speakers is such that several have been invited to give presentations at the annual CBI convention.

- Quarterly meetings are held at the West Des Moines association office.
- Leaders of Tomorrow (LOT) members have positions in middle management, HR, IT, compliance, lending, marketing, operations, trust departments, personal banking, credit analysis, and more.

*One banker attending a LOT meeting stated, "There is a nice representation from all areas of the banks and it definitely helps us learn more about banking."*

- LOT members are dedicated to helping banks create a solid financial foundation and stronger communities; they have set their sights on a leadership role in both banks and communities.
- There is a LOT affiliate member category for any CBI vendor who would like to network with future bank leaders.
- If you or one of your employees has a high school senior, that person is eligible to apply for a \$500 Leaders of Tomorrow Scholarship, two of which are awarded annually at the CBI Management Conference and Convention in Okoboji.
- An annual Up and Coming Banker of the Year Award is also presented during the Okoboji convention. This year's recipient was Tina Smith-Fritz of the Bankers Trust Company in Des Moines and in special recognition of her accomplishments within the industry and her community, Bankers Trust Company President and CEO Suku Radia directed a scholarship contribution to the "Leaders of Tomorrow" fund, in her name, in the amount of \$2,500.
- LOT ensures that independent community banking is a part of our future.

*Logo designed by LOT member Kristen Vowell,  
State Bank & Trust, Waverly*

