



Leading

in Times of Disruption

GABV
LEADERSHIP ACADEMY
BLENDED ONLINE /OFFLINE PROGRAM

2022

The GABV Leadership Academy, “Leading in Times of Disruption,” is a **transformative learning experience** for bankers in **values-based institutions**. It is intended to develop leaders who can step into their **full potential** and deepen their impact in their respective organizations.

This program provides leaders in values-based banks with tools to lead and **innovate** during periods of disruption and high complexity.

The 2022 cohort leaders will explore the concepts and best practices of values-based banking as well as successful business models from around the world. The program facilitates engagement with thought leaders, entrepreneurs, and business leaders who are innovating to achieve triple-bottom-line success. Participants will build **meaningful connections** with like-minded bankers in countries as diverse as Bangladesh and Canada and will become part of the **GABV ALUMNI** network after completing the program.

***Join us to co-imagine
and co-create a
new way of doing finance.***

BLENDED ONLINE/OFFLINE FORMAT

ONLINE

The GABV Leadership Academy – “Leading in Times of Disruption” – will be held in the first half of 2022 with an online program of 6 modules. Each module runs for two days. Simultaneously, participants attend peer coaching sessions and individual coaching sessions with one of the program facilitators. These sessions provide an opportunity for each participant to reflect on their individual circumstances and visions. Participants will also develop a prototype that is relevant for their own organization and incorporates their individual leadership objectives.

OFFLINE (IN PERSON)

After completion of the online program and if COVID allows, the Leadership Academy will offer in-person retreats in fall 2022. More detailed information will be available in May 2022.

KEY OBJECTIVES

- **Learn and practice** tools and methods for leading in times of disruption. These are based on **state-of-the-art leadership methodologies**, including the **Theory U** concept developed at the **MIT Sloan School of Business**.
- In a reflective and challenging learning environment, advance your leadership skills and identify your personal leadership intention.
- Through interactions with thought leaders, activists, and business leaders, deepen your understanding of the **systemic forces** that underpin the current disruptions.
- **Prototype solutions** that enable your institution to survive the shocks created by the pandemic and position your organization to thrive post-crisis.
- Enable you to acquire and strengthen the **leadership capabilities and practices** needed to successfully create a positive social and ecological impact.

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 disruption; instead of relying on past experiences, we learn to innovate from the future we see emerging
- **by experimenting** with practices, processes, and ways of being in order to respond to challenges faced.

THE CURRICULUM



📅 **March 17 & 18, 2022**

🕒 **2:00 – 5:30pm UTC**

Module 1

Co-Initiation: Seeing Current Reality

- Core Concepts of Values-Based Banking and Just Money
- Business Models from GABV Member Banks
- Core Leadership Tools: Levels of Listening and Dialogue
- Cultivating Mindfulness and Attention



📅 **March 30 & 31, 2022**

🕒 **2:00 – 5:30pm UTC**

Module 2

Co-Sensing: Leading Change in Organizations

- Core Concepts of Change in an Organization
- 3D Mapping of Your Reality
- Working Effectively in a Digital Environment
- Cultivating Mindfulness and Attention



📅 **April 27 & 28, 2022**

🕒 **2:00 – 5:30pm UTC**

Module 3

Co-Presencing: Deep Dive into My Leadership Intention

- Defining the North Star of My Leadership
- Journaling & Nature Solo
- Awaken Sources of Creativity and Generativity
- Cultivating Mindfulness and Attention



📅 **May 11 & 12, 2022**

🕒 **2:00 – 5:30pm UTC**

Module 4

Co-Prototyping: From Intention to Action

- Identification of Prototypes
to Deepen the Impact of your Organization
- Cultivating Mindfulness
and Attention

[more modules on the next page →](#)



📅 **June 01 & 02, 2022**
🕒 **2:00 – 5:30pm UTC**

Module 5

Co-Evolving: Organizational Learning

- Prototype Bootcamp: Review Prototypes
- Ecosystem Leadership for Impact
- Cultivating Mindfulness and Attention



📅 **June 14 & 15, 2022**
🕒 **2:00 – 5:30pm UTC**

Module 6

Co-Institutionalizing: Grow Innovations and Ecosystems

- Moving from Experimentation to Institutionalizing
- From Egosystem to Ecosystem Economics
- Ecosystem Finance
- Presentation of Prototypes and Harvesting Lessons
- Cultivating Mindfulness and Attention

ADDITIONAL ELEMENTS

- Individual Coaching Sessions with one of the facilitators
- Peer Coaching Sessions with a smaller group
- Work individually on a prototype relevant for your bank
- Possibility to join the virtual Annual Meeting of the GABV on March 8-10, 2022.

Please allow 2-3 hours in between each module to complete these additional elements.

THE FACULTY



Dr. Katrin Kaeufer

MIT Program Director &
Co-Founder, Presencing Ins-
titute, Cambridge, MA



Martin Kalungu-Banda

Presencing Institute,
Zambia & UK



Sonia Reinhardt

GLS Bank and GABV,
Sydney, Australia

WHO SHOULD PARTICIPATE?

We are seeking courageous, values-oriented leaders who wish to actively co-create a future for their banks that considers the well-being of people and planet.

The GABV Leadership Academy is designed to be interactive and engaging, providing a safe space for peer learning and for deepening connections to oneself and the other participants.

A prerequisite for participation is therefore a commitment to attend all the modules and to bring your full attention and experience. This being on time, having your computer’s camera turned on, and being willing to share and contribute. The ability to log on from a location without major interruptions is important.

The GABV Leadership Academy is intended to be a transformative learning experience. You should demonstrate a readiness to look inward. You should be open to new ideas and be interested in thinking about innovations in values-based banking. Most important, you should be committed to advancing the ideas and practices of values-based banking.

REQUIREMENTS

- At least 2 years leading a bank or financial institution, a department, a team, or a major project
- Commitment to participate with your full attention
- Submission of a short written reflection on:
 - 2–3 milestones in your career
 - your main professional challenges
 - why you wish to participate

PREREQUISITE

We will deliver the training via Zoom. You need to have access to a stable internet connection and to Zoom.

TUITION

For the digital program*

GABV member banks from the US, Europe, Japan, Australia	\$ 4,850
GABV Member banks from the rest of the world	\$ 1,450
Non-GABV member banks from the US, Europe and Australia	\$ 5,450
Non-GABV member banks from the rest of the world	\$ 2,150

* The in-person meeting is priced separately.

PROGRAM LANGUAGE

The program language is English

APPLICATION PROCESS

To apply, please submit the APPLICATION FORM via email to Sonia.Reinhardt@gabv.org.

KEY DATES

- January 20**Information night
- February 18**Application deadline
- February 21 to March 4**Onboarding interviews
- March 17**Program begins

CONTACT

Sonia.Reinhardt@gabv.org
Katrin.Kaeufer@mit.edu

WHAT PEOPLE SAY

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.



The GABV Leadership Academy was an eye-opening, mind-blowing deep experience into leadership, innovation, and business transformation. The global scope of the class was fundamental for this experience. I really recommend it for professionals worldwide.

Leadership Academy represents a REBIRTH to my personal and professional life. The practical tools that are applied [and] the awareness [of] the staff was invaluable.”



