GABV LEADERSHIP ACADEMY

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The GABV Leadership Academy is a 4-month certification program in partnership with GABV, Presencing Institute and MIT CoLab.

In the programme you will be inspired by values-based leaders from the GABV network, world-renowned thought leaders, faculty from MIT in essential leadership practices that can be applied straight away.

Benefits in a nutshell:

• Step into your full potential and deepen the impact of your organisation through state-of-the-art leadership methodologies in values-based banks, including the Theory U concept developed at the MIT Sloan School of Business.
• Organisational Transformation – you will be equipped with the skills, tools, and the mindset to actively work on the transformation of your organisation, to innovate and to anchor values at the core of your organisation.
• Gain access to the global network of values-based bankers – many of them are frontrunners in the field of values-based banking for many decades.

What components does the programme consists of?

The core of the programme are three modules:

Module 1: 1.5 days online live session in March 2023
Module 2: 4.5 days in person meeting and retreat in April 2023
Module 3: 1.5 days online live session in June 2023.

with our elite faculty of values-based banking leaders, spiritual teachers, and MIT lecturers.
module contains teaching of concepts and tools, speakers, reflection spaces and mindfulness and embodiment exercises and practices. Community is an integral part of the programme; therefore, participants can expect an immersive, participatory and peer-to-peer driven experience. Additional elements will help to deepen your learning:

- Monthly peer group meetings. This meeting will always be held at a time your group mutually agrees upon, so it should be easy for you to attend.
- Change project – you will work on a change project of your own choosing between module 2 and 3 – you can do this at your own pace.
- Three one-on-one coaching sessions with one of the facilitators – you will agree a timing directly with your coach.
- Optional mentorship support from the global GABV LA network. These sessions can be scheduled so that they fit into your calendar.

**What is the objective of the programme?**

- Enable you to acquire and strengthen the leadership capabilities and practices needed to successfully create a positive social and ecological impact in the context of values-based banking.
- Learn and practice tools and methods for leading in times of disruption and high complexity. These are based on state-of-the-art leadership methodologies, including the Theory U concept developed at the MIT Sloan School of Business.
- Learn about a wide variety of values-based banking models and financial innovations across the GABV
- 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.
- Practice innovation techniques and prototype solutions that enable your institution to survive the shocks created by the pandemic and position your organisation to thrive post-crisis.
- 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.
**Frequently Asked Questions**

**What’s the schedule like? Can I go at my own pace?**

The core of the programme are three modules:

Module 1: 1.5 days online live session in March 2023  
Module 2: 4.5 days in person meeting and retreat in April 2023  
Module 3: 1.5 days online live session in June 2023.

There will be no recording and we expect you to participate and actively engage. Additional elements will help to deepen your learning:

- Monthly peer group meetings. This meeting will always be held at a time your group mutually agrees upon, so it should be easy for you to attend.
- Change project – you will work on a change project of your own choosing between module 2 and 3 – you can do this at your own pace.
- Three one-on-one coaching sessions with one of the facilitators – you will agree a timing directly with your coach.
- Optional mentorship support from the global GABV LA network. These sessions can be scheduled so that they fit into your calendar.

Plus, you’ll have the opportunity to connect, network, and collaborate in the GABV LA virtual Networking Cafe throughout the programme at times that work best for your schedule.

**Will there be a physical module/retreat? What will it look like?**

We will be gathering for an in-person meeting and retreat as part of our 2023 programme. The in-person meeting (second module) will run in parallel to the Annual Meeting of the GABV – hosted by the GABV member bank Amalgamated Bank in New York.

Therefore, you will be able to deep dive and connect with Amalgamated and experience the get to together of the global network of just banks. This includes Learning Journeys - Learning Journeys help us to learn about the broader eco-system of the member bank. Usually, we visit clients or partners in order to understand how the host bank creates impact. We will move into a retreat on the second part of module 2 to work on deep leadership work.
What is the commitment like? How many hours a week?

Before and between the modules, you will be engaged in learning activities which include exercises, individual and group coaching, and reflection on course material that will take up to 2-3 hours per week. We also expect you to initiate or work on a change initiative in your bank.

What is the nature of the work? Do I have to turn in assignments? Are there assessments?

You will not be required to submit assignments for “grading,” as you would in a traditional educational setting. You’ll be required, however, to complete the following by the programme end date in order to receive your Certificate of Completion:

• Attend all three modules with high engagement and focus,
• Attend the monthly peer group sessions and
• Work on a change project that you will present in the last module.

What’s required to earn the GABV Leadership Academy Certificate of Completion.

You’ll be required to complete the following by the programme end date in order to receive your Certificate of Completion:

• Attend all three modules with high engagement and focus,
• Attend the monthly peer group sessions and
• Work on a change project that you will present in the last module.

Who is facilitating the GABV Leadership Academy?

The GABV LA is facilitated by MIT lecturer and author Katrin Kaeufer who dedicated her career researching values-based banks, Martin Kalungu Banda – PI Faculty where he works with global leaders on system transformation, Sonia Reinhardt – a decade of work experience in the leading values-based bank in Germany in different leadership roles. Further, the programme draws on a global network of guest speakers and case-studies presented by leading values-based banks.
Who is the GABV Leadership Academy for? Am I qualified to participate?

The GABV LA is for senior leaders of values-based financial institutions who are passionate about creating impact and helping to deepen the impact of their organisation.

The participants include executives, senior leaders and leaders from values-based bank – who are committed to growth, create impact and leading with purpose, mindfulness and compassion.

You should have been exposed to leadership for a minimum of 3 years – that includes a (senior) leadership role or leading a complex project. 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.

What are the requirements for participation?

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.
What’s required to earn the GABV Leadership Academy Certificate of Completion.

You’ll be required to complete the following by the programme end date in order to receive your Certificate of Completion:

• Attend all three modules with high engagement and focus,
• Attend the monthly peer group sessions and
• Work on a change project that you will present in the last module.

Is there a minimum rate of participation to graduate?

We do not have a minimum rate of participation as such, however, regular participation is expected.

How does the application process look like?

Enrolment will be open from December 2022 until 1 February, 2023. (The deadline might be extended, please reach Sonia Reinhardt regarding this) You will need to complete the application form with a short reflection about 2-3 milestones of your career, your main professional challenges and why you wish to participate.

If you meet the requirements, we will contact you for a preliminary interview. The objective is to discuss your application form, to get to know you, and to have time to answer all questions you might have.

What is the cancellation policy?

If you are accepted into the programme and decide to cancel your enrolment for any reason before February 15th, 2023, any tuition you’ve paid will be promptly refunded to you. No refunds will be issued after this date.
I am not a co-worker of a GABV member bank? Can I be part of the programme?

Yes, we do welcome any passionate leader working currently in a financial institution who is passionate about deepening his/her impact.

Are the travel costs included in the costs?

Travel and accommodation costs for the second module are not covered by the tuition fee and have to be covered by the organisation.

What are the time zones for the online session?

The online live sessions are being delivered for the North and South American time zone which is also suitable for Europe and Asia. We will be delivering our sessions in the mornings for our American colleagues, at lunch time for our European colleagues which will be early evening for our Asian colleagues.

Are there scholarships?

We are happy to offer a limited number of partial scholarships to highly qualified candidates. You'll have the option to request more information about our scholarship programme during the application process.

Do you offer a group discount on tuition?

We do our best to make the programme as accessible as possible. Please schedule a call with us to find out if there is a chance for special pricing for small groups.

Is there a maximum number of participants from one organisation?

We limit the number of participants from one organisation to 5 people in order to have better balance and representations during the meetings. We aim for meaningful, and diverse conversations.