GABV Leadership Academy 2023

LEADING IN TIMES OF DISRUPTION

BLENDED ONLINE / IN-PERSON PROGRAMME

MARCH-JUNE 2023
The GABV Leadership Academy is a transformative learning experience for bankers in values-based financial institutions offered by the Global Alliance for Banking on Values (GABV) in partnership with the Massachusetts Institute of Technology (MIT) Co-Lab and Presencing Institute.

The programme “Leading in Times of Disruption” provides leaders in values-based banks with tools to lead and innovate during periods of disruption and high complexity. The programme sits at the intersection of personal development and system transformation. It is designed to develop leaders who step into their full potential and deepen their impact in their respective organisations.

Participants explore concepts and best practices in values-based banking as well as successful business models from around the world. They engage with thought leaders, entrepreneurs and business leaders who innovate to achieve triple-bottom-line success. On completion of the programme, participants join a thriving international community of values-based bankers, the GABV Alumni group.

ABOUT US

The Global Alliance for Banking on Values (GABV) is an international network of frontrunner organisations and leaders in the banking industry that use finance to serve people and the planet. Our collective goal is to make the banking system more transparent and support positive economic, social and environmental change. Learn more at gabv.org

The Presencing Institute (PI) was founded in 2006 by MIT Sloan School of Management Senior Lecturer Otto Scharmer and colleagues to create an action research platform at the intersection of science, consciousness, and profound social and organizational change. Katrin Kaeufer, Director of the GABV Leadership Academy, is co-founder and long term Director of the PI. Learn more at u-school.org/about-pi
Join us to co-imagine and co-create a new way to do finance.
BLENDED ONLINE/IN-PERSON FORMAT

The 8th edition of the GABV Leadership Academy runs from March to June 2023, combining two 2-day online sessions with a 4.5-day in-person meeting run in parallel with the 2023 GABV Annual Meeting in New York on 18-20 April 2023.

Alongside three modules, participants will engage in peer coaching sessions and three individual coaching sessions with one of the programme facilitators.

During the programme, participants will work on a prototype that is relevant to their own organisation and incorporates their individual leadership objectives.

KEY OBJECTIVES

- Using state-of-the-art leadership methodologies, including the Theory U concept developed at the MIT Sloan School of Business, learn and practice tools and methods for leading in times of disruption.

- In a reflective and challenging learning environment, develop leadership skills and identify personal leadership intention.

- Through interactions with thought leaders, activists and business leaders, participants deepen their understanding of the systemic forces that underpin current disruptions.

- Prototype solutions that enable institutions to survive the shocks created by the converging crisis we live in.

- Acquire and strengthen the leadership capabilities and practices needed to create a positive social and ecological impact.

THE APPROACH

The programme follows the method and framework of Theory U, developed by Otto Scharmer at MIT 20 years ago. Theory U is about personal leadership and a different way of thinking.

The programme addresses leadership ‘blind spots’ in crisis moments:

- by shifting the inner place from which leaders operate when confronted with disruption; instead of relying on past experiences, learn to innovate from the emerging future;

- by experimenting with practices, processes and ways of being in order to respond to challenges.
THE CURRICULUM

MODULE 1
Co-Initiation: Seeing Current Reality

Concepts and Tools:
• Core Concepts of Values-Based Banking
• Innovations and business models from the global values-based banking network
• Core Leadership Tools: Levels of Listening
• Theory U – a method for consciousness-based system change
• Core Concepts of Change in an Organisation

Self-Leadership:
• Cultivating Mindfulness and Attention
• 3D Mapping of Your Reality

MODULE 2
Co-Presencing: Deep Dive into My Leadership Intention

GABV Annual Meeting:
• Get to know like-minded peers – meet the amazing people behind the GABV global network and participate in the 2023 GABV Annual Meeting hosted by Amalgamated Bank in New York

Concept and Tools:
• Core Leadership Tools: Levels of Dialogue
• From Intention to Action: Identification of Prototypes to Deepen the Impact of your Organisation

Self-Leadership:
• Defining the North Star of your Leadership
• Awaken Sources of Creativity and Generativity by connecting to your inner voice (Nature Solo)
• Cultivating Mindfulness and Attention
• Social Presencing Theatre – Embodiment Work

MODULE 3
Co-Institutionalizing: Grow Innovations and Ecosystems

Concept and Tools:
• Ecosystem Leadership for Impact
• Ecosystem Finance
• From Egosystem to Ecosystem Economics
• Moving from Experimentation to Institutionalizing
• Presentation of Prototypes and Harvesting Lessons

Self-Leadership:
• 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 to your bank between Module 2 and 3.
• Opportunity to join the 2023 GABV Annual Meeting in New York hosted by Amalgamated Bank.

Please allow 2-3 hours between modules to complete these additional elements.

BENEFITS FOR YOUR ORGANISATION

Develop leaders who will step into their full potential and will deepen the impact of your organisation through state-of-the-art leadership methodologies in values-based banks.

Organisational Transformation – equip leaders with the skills, tools and the mindset to actively work on the transformation of your organisation, to innovate and to anchor values at its core.

Gain access to a global network of leading values-based bankers – many of them have been frontrunners in the field of values-based banking for decades.
The GABV Leadership Academy is supported by a team of experts from the Presencing Institute, MIT and the Global Alliance for Banking on Values. In every edition, a number of high-level experts in different fields participate as guest speakers.

**FACULTY**

**Dr. Katrin Kaeufer**  
MIT Program Director & Co-Founder,  
Presencing Institute, Cambridge, MA

**Martin Kalungu-Banda**  
Presencing Institute, Zambia & UK

**Sonia Reinhardt**  
GLS Bank and GABV, Sydney, Australia

**WHO SHOULD PARTICIPATE?**

The GABV Leadership Academy is for courageous, values-oriented leaders who want to actively co-create a future that considers the well-being of people and planet.

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

A prerequisite for participation is, therefore, a commitment to attend all the modules and to fully engage in the experience. Participants are expected to be on time, have their computer’s camera turned on, and be willing to share and contribute. The ability to log on from a location without major interruptions is important.

The GABV Leadership Academy is a transformative learning experience. Participants should demonstrate a readiness to look inward, be open to new ideas and show interest in thinking of innovations in values-based banking. Most importantly, they should be committed to advancing the ideas and practices of values-based banking.

**REQUIREMENTS**

- At least three years leading a bank or financial institution, a department, a team, or a major project
- Commitment to fully participate
- Submission of a short written reflection on:  
  > 2–3 career milestones  
  > main professional challenges  
  > motivation to participate

**PREREQUISITES**

Much of the programme is delivered online via Zoom. Access to a stable internet connection and to Zoom is a necessity.

English will be the primary language of the programme. Participants must have an adequate level of proficiency in English.
TUITION

GABV member banks from the US, Europe, Japan, Australia  USD 9,250
GABV member banks from the rest of the world  USD 7,250
Non-GABV member banks from the US, Europe, Japan, Australia  USD 11,250
Non-GABV member banks from the rest of the world  USD 8,250

* Excluding travel and accommodation costs for Module 2.

CERTIFICATION

At the end of the program, participants will receive a Certificate of completion from the Presencing Institute & GABV - in cooperation with MIT Colab.

KEY DATES

1 February  Application deadline
6 February to 10 March  Onboarding interviews
22 March  Programme begins

APPLICATION PROCESS

Please, fill the Online Application Form

CONTACT

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What people say

“The GABV Leadership Academy was an eye-opening, mind-blowing 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.”

“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.”

“Participating in the GABV Leadership Academy enabled me to experience deep growth as both a person and a leader within my organisation. It helped me reconnect to my highest purpose and to why I chose to work for a values-based bank. The GABV Leadership Academy also gave me a new set of tools and skills to meet the future from a position of strength, not fear.”

“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.”