



Frequently Asked Questions

GABV Leadership Academy 2026

How will this programme help my bank or me grow?

The GABV Leadership Academy is a 9-month certification programme in partnership with the Global Alliance for Banking on Values (GABV), Presencing Institute and the MIT CoLab.

During 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 five modules: four online and one in-person during the 2026 GABV Annual Meeting in Santo Domingo, Dominican Republic, hosted by Banco Ademi.

We offer a second in-person module in September hosted by Clearwater Credit Union (Montana/ USA) to deepen the learning. This module will be run in parallel with a GABV LA Alumni meeting and is optional. You will receive your certificate when you have attended all 5 modules from January to June 2026.



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Each module teaches concepts and tools, we hear from external thought leaders (thought leaders from the values-based banking network), it offers reflection spaces, mindfulness and embodiment 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 3 and 5 - 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.

Module 1	Online 2 half days	3.5 hours 3.5 hours	28/01/2026 from 2:00 to 5:30 pm UTC 29/01/2026 from 2:00 to 5:30 pm UTC
Module 2	Online 1 half day	3.5 hours	18/02/2026 from 2:00 to 5:30 pm UTC
Module 3	In-person	5.5 days	08 - 14/03/2026 Dominican Republic (Banco Ademi) Start Sunday dinner Finish Saturday lunch
Module 4	Online 1 half day	3.5 hours	23/04/2026 from 2:00 to 5:30 pm UTC
Module 5	Online 2 half days	3.5 hours 3.5 hours	10/06/2026 from 2:00 to 5:30 pm UTC 11/06/2026 from 2:00 to 5:30 pm UTC
Module 6 (optional)	In-person	4 days	20 - 23/09/2026 Montana, USA (Clearwater Credit Union) Start Sunday dinner Finish Wednesday lunch



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Additional elements will help to deepen your learning:

- Regular 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.

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 2026 programme. The in-person meeting (third module) will run in parallel to the GABV Annual Meeting, hosted by Banco Ademi in Santo Domingo, Dominican Republic.

You will be able to deep dive and connect with Banco Ademi and their eco-system through learning journeys, and you will be able to expand your network of global values-based banking thought leaders. We will spend the last 2,5 days of the meeting in a nature retreat center to be able to deeply connect to yourself and explore your leadership intention.



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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.

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

There will be only partial recordings because we want to provide a safe space for you. We therefore expect that you participate and actively engage in all modules.



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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 are the time zones for the online session?

All online modules will be held from 2:00 pm - 5:30 pm UTC.

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 five modules (the sixth module is optional) with high engagement and focus,
- Attend the regular peer group sessions and the individual coaching sessions,
- 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 five modules with high engagement and focus,
- Attend the regular peer group sessions and the individual coaching sessions,
- Work on a change project that you will present in the last module.



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Who is facilitating the GABV Leadership Academy?

The GABV LA is facilitated by:

- Katrin Kaeufer, MIT lecturer and Author. She has 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 banks - 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.



Frequently Asked Questions

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.

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?

Enrollment will be open from now to October 28th, 2025. Please follow the registration link/ QR Code in the brochure, which leads you to our registration form. We ask you to share with us a short reflection about 2-3 milestones of your career, your main professional challenges and your motivation to join.

All eligible participants will have a 30 minutes onboarding call with the intention to connect, to learn more about your current reality and to provide a space for you where you can ask all the questions you might have.



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What is the cancellation policy?

If you are accepted into the programme and you need to cancel your enrolment for any reason before January 1st, 2026, any tuition you've paid will be refunded. 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 in-person module are not covered by the tuition fee. Each organisation has to organise travel and accommodation and their own expense.

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 6 people. That allows us to have a more balanced representation during the course of the programme as we aim for meaningful, and diverse conversations.