

**All sessions will be held in the Shenandoah Ballroom unless otherwise noted below.**

**Thursday, November 16**

**9:00 – 9:30 am**

**Registration & Continental Networking Breakfast – Sponsored by Bankers Insurance**

**Chef's choice of a hot breakfast special, seasonal fresh fruit, breakfast pastries, yogurts and drinks will be available in the Prefunction Area Outside of Salon B**

**9:30 – 9:45 am**

**Welcome and Announcements  
2023 Emerging Bank Leaders Chair  
Amy Mellinger**

**SVP, Human Resources & Marketing | Powell Valley National Bank**

**9:45 – 10:45 am**

**Economic Outlook  
Kartik Athreya**

**EVP & Director of Research | Federal Reserve Bank of Richmond**

This presentation will provide an overview of national economic conditions, as well as those in Virginia.

**10:45 – 11:00 am**

**Networking Break**

**Drinks and snacks will be available in the Prefunction Area Outside of Salon B.**

**11:00 am – 12:15 pm**

**Bank CEOs/Bank Executives Panel**

- **Litz Van Dyke, Carter Bank & Trust**
- **Todd Hall, First National Bank**
- **Jennifer Knighting, First Bank, Virginia**
- **Moderated by Amy Mellinger, Powell Valley National Bank**

This esteemed group of bankers will share perspectives and insight on leadership. Additionally, the panelists will discuss key themes that we will be addressing throughout the Leadership Conference this year and why they are important.

**12:15 – 1:15 pm**

**Lunch – Sponsored by CRS Data**

**A buffet-style fajita bar will be served in the Colonnade Ballroom.**

**1:15 – 2:15 pm**

**Understanding Your Why  
Sam Poole**

**Senior Vice President/Chief Retail Officer | Chesapeake Bank**

The most effective leaders have a clear sense of their why and it comes through in just about everything they do. Sam Poole will explore the deep reason we, as leaders, show up. By understanding this, you will create a deeper connection to your work, the people you lead, customers (both internal and external) and the communities you serve. Interactive breakout groups will get past the surface and truly dive into WHY we show up and lead at our banks. Walk away from this session with a deeper understanding of the self-motivation that ties us to the work that we do and the results we get, and how to play up those strengths.

**2:15 – 3:15 pm**

### **The 5 Buckets Principle: The Science of Work-Life Balance**

**Heather Dunning**

**Speaker | Anthem EAP**

Is it possible to meet the competing demands of finances, friends and family, work, health, and community? The resounding answer is yes! In this fun, interactive session, we will learn the 5 Buckets Principle of work/life balance to get the tools to prioritize what is and should be important to us. We will learn how to think about the BIG PICTURE without ignoring the little things that matter. Heather will show attendees how to find the time to manage it all, including time for ourselves, and for fun, by identifying priorities, making choices, and managing expectations.

**3:15 – 3:30 pm**

### **Networking Break**

**Drinks and snacks will be available in the Prefunction Area Outside of Salon B.**

**3:30 – 4:30 pm**

### **Compounding Influence: How to Sell Your Ideas, Grow Your Influence & Earn the Right to Be Heard By Decision-Makers**

**Alyson Van Hooser**

**President & CEO | Van Hooser Associates, Inc.**

In order to influence people -- those people who are like you and those who are vastly different from you -- you must be able to think like them. Earning The Right To Be Heard is about more than just getting what you want. It's about approaching key players and decision-makers in a way that sparks their interest and causes them to want to listen to you both now and down the road. This process shows you the sweet spot of strategic communication that gains you more respect and influence while increasing your professional opportunities. Earning The Right To Be Heard uncovers the five key questions you must have answers for. You'll learn the process of answering these questions with the right answers every time. Moreover, you'll discover how to present yourself and your ideas in a way that decision-makers and prime stakeholders respect, trust, and regularly seek out.

**4:30 – 4:45 pm**

### **Announcements and Adjourn for the Day**

**6:00 – 8:00 pm**

### **Reception & Dinner – Sponsored by Equifax Sales Agent – RA Business Solutions**

**Featuring Entertainment by the Something Shiny Duo**

**The reception and dinner will be held in the Colonnade Ballroom, with overflow seating in Magnolia South for dining. The duo will perform in the Colonnade Ballroom from 6:30-8 pm, when the buffet will also be available.**

Friday, November 17

**8:30 – 9:15 am**

### **Networking Breakfast – Sponsored by Bankers Insurance**

**A full breakfast buffet will be available to Leadership Conference attendees via the *Magnolia South Breakfast Buffet*. Private seating for our group for dining will be available in the *Colonnade Ballroom*.**

**9:15 – 9:30 am**

### **Welcome and Announcements**

**9:30 – 10:30 am**

### **It's Your Career: Grab the Wheel and Let's Go Places!**

**Paul Carney**

**EVP, Chief HR Officer | Carter Bank & Trust**

Learning Objectives:

- Guide you to understand the total value you add to an organization
- Learn how to use a framework to help you increase your value to the organization, especially through skill and career development
- Apply the 70-20-10 rule in your career development
- Why knowing your story and telling your story are keys to your career success
- Use the 4 P's of Workforce Management to build effective and engaged teams

**10:30 – 10:45 am**

### **Networking Break**

**Drinks and snacks will be available in the *Prefunction Area Outside of Salon B*.**

**10:45 am – 12:00 pm**

### **A Leader Worth Following**

**Chris Barras**

**Speaker | Second Story Partnership**

This is a true statement. At the end of the day how your organization goes over the next few years will be driven by the leaders on the team. Are they good at what they do? Can they influence others to bring out their greatness? If you have great leaders, it is highly likely your organization will navigate whatever challenges come your way and thrive. If you have poor leaders, you are likely to flounder or fail.

There are plenty of books and articles that give techniques and tips for being a great leader. Usually those things are focused on behaviors that anyone can implement to influence other people on the team and get them to perform at a high level. However, a missing piece that is not talked about enough is how we can actually be the kind of people that are worth following. People may have the job title in the organization of team lead or CFO or manager, but at the end of the day people follow people, not job titles. In this talk we will look at the character qualities needed to be people of integrity that are worth following and look at ways we can grow in these qualities.

**12:00 pm**

### **Adjourn**