

Oklahoma Bankers Association

The 2025-2026 Emerging Leaders Academy



Sessions

Thursday, Nov. 13, 2025
Thursday, Dec. 11, 2025
Friday, Jan. 23, 2026
Wednesday, Feb. 25, 2026
Friday, March 27, 2026
Friday, April 24, 2026
Graduation: May 2026,
OBA Annual Convention

Application deadline: Sept. 26, 2025



**O K L A H O M A
B A N K E R S
A S S O C I A T I O N**

Questions or Concerns
Megan McGuire
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2025-26 Emerging Leaders Academy

ANSWER THE CALL TO LEADERSHIP

The OBA is searching for the elite Emerging Leaders in Oklahoma - the next nucleus of banking leaders in our state. We're looking for the best and brightest bankers who seek to sharpen their leadership skills. The 2025-2026 Emerging Leaders Academy is designed to help these select individuals reach new heights with powerful speakers offering information leaders need to effectively maneuver in today's business climate.

The Academy includes six one-day sessions centered on developing leadership and management skills by using creative instruction techniques and active participation. Each session delivers takeaways that can be implemented immediately. Academy applicants should be able to demonstrate an increasing level of responsibility, potential for continuing to play a leadership role in Oklahoma banking and a desire to further their careers and grow professionally. Perhaps someone in your bank is a natural leader who could benefit from this experience.

The Oklahoma Bankers Association extends an invitation to any interested Oklahoma banker to apply. A panel of bankers will review the applicants and choose those accepted into the Academy (maximum 30 bankers). ***Participants must attend all sessions to successfully graduate from the program.*** Academy fee is \$1,600 (\$3,200 for non-members). Each session includes lunch.

For more information, please contact Megan McGuire at (405) 424-5252 or megan@oba.com.

SESSION DETAILS

Session I: Nov. 13, 2025
Five Voices & Team Building

Session II: Dec. 11, 2025
Powerful Presentations &
The Power of Questions

Session III: Jan. 23, 2026
Powerful Presentations

Session IV: Feb. 25, 2026
Government Relations &
Advocacy and Effective
Written Communication

Session V: March 27, 2026
Working Genius &
Personal Branding

Session VI: April 24, 2026
Emotional Intelligence &
Industry Experts

Graduation: May 2026
OBA Annual Convention

*Schedule/topics subject to minor changes.



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Session I: Nov. 13, 2025

Five Voices & Team Building

Know Yourself Lead Yourself with 5 Voices: Leaders who neglect self-reflection and understanding of others hinder their own growth and the success of their teams. The 5 Voices System helps leaders develop their leadership voice for effective use. It enhances self-awareness, fosters team alignment and improves communication, enabling leaders to understand themselves, leverage team strengths and achieve higher performance. In this session led by Krista Scammahorn, the class will explore why different types of leadership are critical to successful decision-making. We will take a look at the five different types of leadership styles — the distinct voices within yourself and your team — and how the strengths of each one can help your organization to be more effective.

Jim Friedemann will lead team building activities designed around:

- Respecting diversity in positions and backgrounds.
- Working with employees at different levels within the organization.
- Using fun to build camaraderie.

Session II: Dec. 11, 2025

Powerful Presentations & The Power of Questions

Jim Friedemann will coach Powerful Presentations, covering:

- Importance of delivery methods.
- Audience analysis and outlines.
- Keeping your audience engaged.
- Answering audience questions.

Imagine what would happen if everyone listened deeply, stayed curious and asked better questions. In this session, participants will experience just how bad we all are at listening, then gain a refreshed mindset, strategies and phrasing to transform how to listen, engage and lead. Led by Francis Tuttle's Tami Shaw, this workshop is packed with highly memorable content and experiences, from videos to discussions to psychological insights, to immersive practices.

Session III: Jan. 23, 2026

Powerful Presentations

Powerful Presentations continued with Jim Friedemann. Participants will present to the group with their presentations recorded and constructive coaching offered.

Session IV: Feb. 25, 2026

Government Relations, Advocacy & Written Communication: Write much gooder, in order to not be LOL'd at!

Visit elected officials with our government relations team to learn how your political involvement on the state level can impact your industry. Then take part in the OBA Government Relations Council meeting to hear an update from the federal side as well.

The afternoon session will feature Jeremy Cowen, OBA senior vice president/communications, Oklahoma Banker editor and adjunct instructor at OU's Gaylord College of Journalism and Mass Communication. He will give pointers and tips on effective written communication.

Session V: March 27, 2026

Discover Your Genius, Transform Your Work & Influence and Inspiration for Leaders

Nearly all work falls into six phases. Everyone has some phases that energize them and some phases that drain them. Understanding your Working Genius (and Working Frustrations) has the power to combat guilt and judgment around work, and to transform your meetings, projects, productivity and job satisfaction. In this session taught by Tami Shaw, you will gain an understanding of the The Six Types of Working Genius to increase self-awareness and transform collaboration.

Just like celebrities have a public image, you have a personal brand at work. This brand shapes how colleagues perceive you, influencing your professional relationships. In this session led by Krista Scammahorn, we'll explore how to define and cultivate your personal brand to build strong business connections and consistently maintain that image.

Session VI: April 24, 2026

Emotional Intelligence & Industry Experts

Emotional Intelligence has staying power, outliving innumerable leadership and management trends, because it speaks to the core of how we interact with our world, both professionally and personally. The class will learn the model of Emotional Intelligence and find out why EI matters so much at work and at home. You'll discover how you can strengthen your Emotional Intelligence to be more effective.

To conclude the Academy, a banker panel will offer insight into advancing your banking career plus the necessary steps for moving the banking industry forward as more competition is introduced to the industry.

Graduation: May 2026

OBA Annual Convention

The official graduation for the 2025-2026 OBA Emerging Leaders Academy will take place at the 2026 OBA Annual Convention. With completion of the Academy, your Convention registration fee is waived.



Academy Application

Name: _____
First Last

Bank: _____ Bank Address: _____

City, St, Zip: _____

Position: _____ How long in position: _____ How long in banking: _____

Community Involvement: _____

Cell Phone: _____ Email: _____

Nominating Officer Name & Title : _____

Nominating Officer Signature: _____

Applicant Signature: _____ Date: _____

Give a brief description of yourself and tell why you would like to be selected for the Academy. Please share the skills, talents and personality traits that best describe you. You may attach description page(s) as needed.

DETAILS: All sessions are held at the Oklahoma Bankers Association in the Harris Event Center from approximately 9 a.m. to 4 p.m. Your fee includes instruction, materials and lunch for all six sessions. Graduation will take place at the 2026 OBA Annual Convention (convention registration fee waived upon completion of the Academy).

TOTAL COST: \$1,600 (\$3,200 for non-members)
Bankers will be invoiced upon acceptance into the Academy. Payment must be received prior to the first session. No refunds after Nov. 3, 2025.

DEADLINE: Please return this application to the OBA no later than Sept. 26, 2025.
Email to megan@oba.com or fax to (405) 424-4518. All applicants will be notified by Oct. 6, 2025.