



**September 30-
October 1, 2025**

Holiday Inn
Bismarck ND

Schedule

September 30

8:00 am – 5:00 pm

October 1

8:00 am – noon

Continental breakfast
provided both days.
Lunch provided Tuesday.

Dress: Feel free to
dress comfortably in
business casual or
casual attire.

Hotel

Holiday Inn
Bismarck, ND

NDBA Rate: \$129
Reserve by September 15

Phone: 701.223.6667
Online Reservations:
<https://bit.ly/3HrR8ya>

Registration

\$825 per person
After September 15 add \$50.

Program will be limited
to **28 participants**.

Leadership is about people, and effective leaders understand the demands on today's work force.

Effective Leadership

Leaders need practical tools that work.

Effective Leadership trains leaders how to utilize the most effective leadership style in any given situation using the four leadership styles:

Directing | Coaching | Supporting | Delegating

This proven, practical leadership model will help ensure high performance of your team to fulfill the goals of the organization and contribute toward the growth of individuals. This training seminar will help you:

- **Recognize** your leadership style and your employees' competence and commitment levels to determine how to build motivation, confidence and productivity;
- **Improve** communication to promote high performance;
- **Achieve** greater employee productivity by infusing energy, self-reliance and drive;
- **Create** a collaborative, enthusiastic work environment;
- **Increase** effectiveness in setting goals, providing clear direction, listening, observing, monitoring & giving feedback;
- **Retain & develop** your most talented employees by being more responsive to their development needs.



Effective Leadership

Individuals in leadership roles who want to increase their effectiveness – executives, managers at all levels, project managers, team leaders and supervisors – will reap many benefits from this presentation by Mark Stenson. This new generation of leadership training emerged from research and feedback from thousands of managers, and has been proven and tested in the real world.

About Mark Stenson



Mark Stenson is the president of Stenson Management Consulting. Mark has 37 years of experience in the financial services industry and consults with 17 community banks across the country in areas of performance-based compensation, strategic planning and management development. In addition, he speaks at numerous conferences, conventions and schools. Mark is the former President & CEO of First American Trust Company in western Minnesota.

Rave Reviews!

"Mark's leadership classes have been extraordinary. His presentation never gets old. New staff members are "blown away" by the class the first time they take it."

"I have been using the information almost daily! I found it to be extremely useful. This seminar could not have been more timely as we strive to grow our business and face the need to properly empower our people."

"The seminar was very relevant to how things should be run in the bank. I appreciate all the tools you have given me..."

"By far a 5!! (out of 5). This helped me tremendously!"

"The skills learned in this program are strongly beneficial at work and at home. It is a value at 2 to 3 times the price!"

"Mark's situational leadership course has dramatically improved our leadership skills. We are all speaking the same leadership language, so both supervisors and staff have a clear understanding of expectations, roles, and goals. The presentation holds the attention of the participants, so the retention of the information is excellent."

NDBA Registration | Effective Leadership Seminar: September 30-October 1, 2025

Registration: \$875 per person | DSB Students & Grads: \$825 per person | After September 15, add \$50.

Bank: _____

Contact Person: _____ Phone: _____

Address: _____

City: _____ State: _____ Zip: _____

Registrants

1. Name: _____

Branch: _____ Email: _____

2. Name: _____

Branch: _____ Email: _____

Send to North Dakota Bankers Association

Email: ndba@ndba.com

or Mail: PO Box 1438, Bismarck ND 58502

Total due: \$ _____

☐ Will send a check.

☐ Request an invoice.

☐ Pay by credit card. (NDBA will call for info.)

Questions? Contact Dorothy Lick with NDBA: 701.595.7757 or dorothy@ndba.com