Human Resource Management School Enrollment Deadline is March 15

The Human Resource Management School offers a one-week intensive look at the key elements of HR leadership in the context of the business of banking—with a dual curriculum that is unmatched in the industry. Both veteran HR professionals and newcomers to the HR management field will benefit from this information-packed school; CEOs and other senior managers are also encouraged to attend to gain a better understanding of how the bank’s HR function is a key element in bottom-line profitability. Enroll today to gain:

• A clear understanding of the human resource contribution to bottom-line profitability
• A hands-on approach to learning the business of banking
• How to better select and retain top performers
• An improved performance management process
• Ways to enhance your compensation and benefits program
• How to build career paths for key performers
• Strategies to improve employee productivity, performance, and profitability
• A network of peers to share ideas and resources now and in the future

We encourage participants to explore scholarship opportunities and to enroll now while limited space remains.

Bank Technology Management School Enrollment Deadline is March 8

The Bank Technology Management School curriculum features two core areas of study—the business of banking and effective technology management. Courses will cover topics in key areas such as these:

BUSINESS OF BANKING CURRICULUM
• Introduction to the Business of Banking
• Bank Profitability Analysis
• Asset/Liability Management
• Bank Regulatory & Competitive Environment

IT MANAGEMENT CURRICULUM
• IT Project Management
• Vendor Management
• Leveraging Infrastructure and Emerging Technologies to Create Your Bank’s Advantage
• IT Disaster Recovery & Incident Response Planning
• Information Technology Risk Assessment
• IT Exam Preparation Hotspots Hacking

Don’t miss this innovative one-week school that’s designed by, and especially for, IT professionals and information security officers in the financial industry. This state-of-the-art program will broaden your understanding of the business of banking including key drivers of bank profitability, along with an in depth and interactive study of information technology management. Enroll today!
In 1988, Darrell Blocker, Senior Executive Vice President and CFO at Springs Valley Bank & Trust, Jasper, Indiana, walked into First Federal Bank, Huntington, Indiana, to apply for a loan and walked out not only with the loan, but a new job as well as CFO of the bank.

“The interviewer noted that I was a CPA and they needed a chief financial officer,” he recalls. “They were still posting general ledger entries on an NCR machine, so my first task was to get a PC-based general ledger.”

Blocker stayed there for 14 years, and when the company went public in 1995, he had the opportunity to go through an IPO, which he describes as quite a learning experience. From there he joined a De Novo Bank, Fort Wayne, Indiana, established in 1998. He took a step back from his previous role as CFO to controller because he wanted to experience working at a commercial bank. In 2005—after three years and changes in management—Blocker went to Springs Valley where he’s been ever since. With Indiana Bankers Association (IBA) being one of the 18 original associations that started GSB, Springs Valley was happy with the program and had sent several staff members. So Blocker began the program in 2006 and completed it in May 2008.

“Being always pigeon-holed in CFO and accounting departments, GSB really helped me in understanding more about loans and human resources,” he says. “While I managed people, I think it gave me a greater and broader understanding of the whole HR aspect. And on the loan side, it gave me a better understanding of credit analysis and what makes a good loan.”

“The broad knowledge has helped me,” he continues. “I’m now part of the Officer Loan Committee. We review and approve loans over 1.5 million. Obviously having that background from GSB and those components has helped a lot.”

Blocker says his education also helped on the loan side, when in 2008 “everything broke loose” and his bank was saddled with some participation loans they’d previously decided on as a growth strategy. They had too many of them, and they were also out of the bank’s market. It took three years for the bank to get out of that situation and in 2012 it enjoyed its first year of record earnings in the time that Blocker had been there.

“Along with a third party, we implemented a robust goal-setting, bonus and incentive plan,” he says. “And while the HR department obviously took the lead, our president had most of the senior management involved. I think the knowledge I learned at GSB helped me be a participant that put some input into that and it’s worked very well. We’re headed now toward, hopefully, our sixth year of record earnings. We’ve been fortunate to keep things going in the right direction. We have a very robust chart of accounts and cost centers.” However, Blocker acknowledges that there were times when the program tested him—in a good way. “The projects between sessions were the most challenging part mostly because of time constraints, and I wanted to learn from them because they were specific to our bank,” he says. “While they were challenging, I felt like they were very beneficial and helped me understand how the things we were learning in our class were impacting our banks and what we could do to make some improvements.”

And like many GSB graduates, he deems the networking and friendships he gained among the most valuable takeaways. And the friendships have developed since graduation, with a group of 12-13 of the graduating class keeping in contact via a weekly email started 10 years ago. Subsequently, they’ve taken their friendships offline, annually planning a retreat that has taken them to locations such as Indianapolis, St. Louis and San Francisco to name a few.

“Not all of us can go every year,” Blocker says. “There’s been a reunion for nine years now. We take our spouses and friends; it’s just a fun group of people that I would not have met if I hadn’t attended GSB. It’s cool to keep up with everyone. I’ve been blessed to have had the opportunity to go to GSB. There were people ahead of me and as I got along farther people a class or two behind me that I also kept in touch with. It’s been a great experience.” He adds that it’s been not only a great experience to keep in touch with classmates, but that he’s also been able to stay connected to people in classes ahead and behind his.

Blocker also embraces a rich life outside of the office, enjoying spending time with his wife watching Chicago Cubs games, seeing movies, and traveling to see family, especially their eight grandchildren that range in age from infant to teens.

His hobbies include golf, reading and walking along a beautiful river walk in Jasper.
Introducing 2018 Online Seminars!

Here's what's coming up in January and February – register now and gain access to the live sessions plus 90 days of access to the recordings.

**Introduction to Commercial Lending**
with David Osburn, on January 16 from 2:00-3:30 pm CT

**FFIEC CAT Next Steps**
with Chad Knutson, on January 18 from 2:00-3:30 pm CT

**Accounting Basics/Refresher for Bankers**
with David Osburn, on January 23 from 10:00-11:30 am CT

**Bank Lending for the Retail Manager**
with David Osburn, on January 24 from 10:00-11:30 am CT

**Creating the Right Enterprise Risk Management (ERM) Program for YOUR Community Bank**
with Marcia Malzahn, on January 25 from 2:00-3:30 pm CT

**Business Law Basics and Lender Liability**
with David Osburn, on January 30 from 10:00-11:30 am CT

**New Beneficial Ownership Implementation**
with Robin Guthridge, on February 1 from 10:00-11:30 am CT

**Regulatory Risk in Digital Transformation**
with Jerry Miller, on February 1 from 2:00-3:00 pm CT

**Loan Structure, Documentation and Compliance Training - a Comprehensive Approach**
with David Osburn, on February 6 from 10:00-11:30 am CT

**Basic Estate Planning and Estate Settlement**
with Jim Lethert, on February 7 from 10:00-11:30 am CT

**Making Subchapter S Work, Even if You Think it Can’t**
with Philip Smith, on February 8 from 10:00-11:00 am CT

**Secrets of Buying and Selling a Community Bank**
with Philip Smith, on February 8 from 2:00-3:00 pm CT

**Developing an Enterprise-Wide Risk Assessment**
with Marcia Malzahn, on February 13 from 2:00-3:30 pm CT

**Ten Strategic Opportunities to Enhance Shareholder Value**
with Greyson Tuck, on February 15 from 10:00-11:00 am CT

**Cybersecurity 101 - Board Basics**
with Chad Knutson, on February 15 from 2:00-3:30 pm CT

**Key Ratio Analysis: Calculating and Interpreting the Numbers Correctly**
with David Osburn, on February 20 from 2:00-3:30 pm CT

**Commercial Real Estate Appraisals: Reviewing and Interpreting**
4-part program with Richard Hamm, held on February 20, 27 & March 6, 13 from 10:30 am-12:00 pm CT

**Keys to Understanding Personal and Global Cash Flow from Tax Returns**
4-part program with Richard Hamm, held on February 20, 27 & March 6, 13 from 1:00-2:30 pm CT

**Create a Culture of Employee Engagement and Reduce Turnover**
with Ann Lueth, on February 21 from 10:00-11:30 am CT

**Total Compensation Plan Elements and Strategy**
with Julia Johnson, on February 21 from 2:00-3:00 pm CT

**Building an Effective Marketing Plan**
with Tom Hershberger, on February 22 from 10:00-11:30 am CT

**Compelling Advertising for Community Banks**
with Tom Hershberger, on February 22 from 2:00-3:30 pm CT

**Managing Generations in Today’s Workplace**
with Patrice McGuire, on February 23 from 9:30-11:00 am CT

**Leading the Prospecting Effort**
with Ned Miller, on February 26 from 10:00-11:00 am CT

**Basic Personal & Business Tax Return Analysis**
with David Osburn, on February 27 from 10:00-11:30 am CT

**Building a Recognition Program for Success**
with Ann Lueth, on February 28 from 10:00-11:00 am CT