Will you be attending a state or regional banking association event over the next few months? We sure hope so — because your state or regional banking association is a terrific source of ongoing educational resources — and we encourage you to consider the many fine programs they provide.

When you do, there’s a good chance you’ll see GSB represented — perhaps as an event sponsor or in the exhibit hall, where we hope you’ll stop by and say hello. The Graduate School of Banking continues to invest in the banking industry by supporting the conferences, conventions, forums and other events where community bankers gather to learn, network and grow.

Here are just a few of the many events where you’ll see GSB in the coming weeks — but this isn’t an exhaustive list of opportunities by any means. We hope you’ll check your association’s website often to find exciting new programs that meet your needs.

Consider supporting your association by joining a planning committee, helping on an advisory board or mentoring a younger banker. Volunteering your time to your association benefits the industry, your career and your bank — and ultimately supports your community.

We look forward to seeing you at an event near you!

Dakota School of Banking
Illinois Bankers Association ONE Conference
Indiana Bankers Association MEGA Conference
Iowa Bankers Marketing Conference
Iowa Bankers HR Conference
Kansas Technology and Operations Conference
Kentucky Bankers Association General Banking School
Michigan BEST Conference
Minnesota Bankers Association Technology and Operations Conference
Minnesota Women in Banking
Missouri Bankers Association Technology Conference
Nebraska Bankers Association Operations Conference - Technology, Marketing and Retail Banking
North Dakota Bankers Association Peer Groups
North Dakota/South Dakota Bank Management Conference
Ohio Bankers League HR Conference
Ohio Bankers League Marketing Conference
Oklahoma Bankers Association Intermediate Banking School
Tri-State Leadership and HR Conference (NE, KS and MO)
Virginia Bankers Association CONNECT and PROTECT Conferences
Western Bankers Association Annual Convention
Wisconsin Bankers Association HR Conference
Wisconsin Bank Executives Conference
Wisconsin School of Bank Management

AND MANY MORE EVENTS IN 2020!
One could say that Robert Fouberg has spent his entire 50 years preparing to become president of Dacotah Bank, the last 16 of which have been at the bank itself.

His new role as president of the Aberdeen, South Dakota-based bank and holding company began January 1, putting him one step away from the role of chief executive officer, a position held by his father, Rodney Fouberg, for nearly 30 years, having started with Dacotah Bank as an ag banker in 1967, almost two years before Robert was born.

Robert Fouberg earned a degree in accounting, business administration and economics in 1992, continuing on to law school and then the practice of law. In 1997, he moved to Washington, D.C., where he served as legislative counsel to U.S. Rep. John Thune, advising him on agricultural, banking, small business and taxation issues.

“I got an incredible free education in agriculture, both production and policy,” Fouberg said.

Looking for a position without the long hours expected on Capitol Hill, Fouberg accepted a job managing agriculture and conservation policy for Ducks Unlimited, Inc. Next, he became senior counsel at the American Bankers Association, lobbying Congress and the administration on ag banking priorities for the ABA’s Center for Agricultural and Rural Banking.

In 2003, he and his wife, Erin, then a professor at what is now the University of Mary Washington, made the decision to move back to South Dakota with their two young children.

Fouberg became vice president and counsel at Dacotah Bank, first in Rapid City in the southwestern part of the state and then in his hometown of Aberdeen, population 28,000, in the northeastern corner of the state. “Primarily, agriculture just plays an incredibly huge role in the economies throughout our footprint. Dacotah Bank is one of the largest ag banks in the country, but I was a city kid. I didn’t grow up around agriculture. I learned what I understood through my father in banking, my grandfather and uncle on the farm, and from producers and others working in the industry during my time in Washington.”

Modest as he was about his knowledge of ag banking, Fouberg decided it was time for additional education. “I started July first of ‘03 at the bank, and we were building a new location in Rapid City. I decided I should go to a graduate school of banking. My father attended GSB Wisconsin in the 70s, and so Wisconsin was on my mind as I was looking at schools,” he said.

“It was an incredibly valuable experience because it delivered quite a bit of the more technical knowledge I needed to succeed in banking,” he continued. “You meet all kinds of people that are walking similar paths in different parts of the country, and you learn a lot from each other.”

After graduating from GSB in 2007, Fouberg served on the GSB Banker Advisory Board and the GSB Alumni Council.

“I am drawn to quality organizations, drawn to organizations that just want to do it right,” Fouberg said. “They are willing to innovate. They’re willing to ask for advice from a broad range of people. They’re asking the tough questions. They’re having the tough conversations with faculty members and they’re turning curriculum over to the extent they need to. They just do everything they need to do to remain relevant and more.”

And today, in addition to leading a bank that has 32 locations in three states with 500-plus employees, Fouberg serves the community through his active involvement in several quality organizations, including the Aberdeen Area Community Foundation, Avera Health, Avera St. Luke’s Hospital and Enterprise 605, Inc., as well as campaigns to benefit Augustana University, Children’s Home Society, and Northern State University.

He and Erin, associate provost and associate vice president of academic affairs at Northern State University, are the proud parents of Margaret, a sophomore at Georgetown University, and Henry, a junior at Aberdeen Central High School.

Reflecting on the path that led him to his new role, Fouberg says, “I didn’t necessarily have to be born and raised as a lender. I certainly got that experience within the bank, but I needed to learn that everything I have done to this point has value and would serve me in whatever role I play.”
This one-week Human Resource Management School, coming up March 29-April 3, features a curriculum that has been divided into two core areas of study — the business of banking and human resource management. Here’s a sample of the types of courses being offered:

**BUSINESS OF BANKING CURRICULUM**
- Introduction to the Business of Banking
- Bank Profitability Analysis
- Asset/Liability Management
- Bank Regulatory & Competitive Environment
- Strategic Planning & Marketing

**HUMAN RESOURCE MANAGEMENT CURRICULUM**
- Culture and Strategy: Is Yours Aligned Across the Organization
- Best Practices for Recruitment and Retention in a Digital, Millennial World
- Quantifying HR to the Bottom Line
- Measuring Performance with Continual Coaching and Feedback
- Building a Talent Management Succession Plan
- Employment Law Update
- Building and Refining the HR Strategic Plan
- Best Practices: Building and Refining Incentive Compensation Plans

“This learning and networking with other human resource professionals from our industry provided a valuable dimension to the program that will continue over time.”

This school has received consistently top ratings and enrollment is limited — we urge human resource leaders in banking to enroll now while space remains available. Visit our website for additional details, fees and an informative video on the school.
Whether you’re a veteran IT professional or new to the IT management field, this exceptional one-week school will provide essential information and knowledge to effectively manage your bank’s IT function. CEOs and other senior managers are also encouraged to attend to gain a better understanding of how the bank’s IT function is a key element in bottom-line profitability. Enroll today to gain:

• A clear understanding of how technology management contributes to bottom-line bank profitability

• An in-depth study of the business of banking

• An improved technology management process

• Knowledge for enhanced information security through effective use of technology

• Strategies to improve efficiency, productivity and profitability

• A network of peers to share ideas and resources now and in the future
SCHOLARSHIPS AVAILABLE
Through its Herbert V. Prochnow Educational Foundation, the Graduate School of Banking is pleased to provide supporting scholarships to the Graduate School of Banking and the GSB Human Resource Management School. Visit the scholarship page of the GSB website for information and application details.
GENERAL BANKING

Agricultural Finance Update - Credit Impacts of the Current Environment

Business Law Basics and Lender Liability

Accounting Basics/Refresher for Bankers

HR MANAGEMENT

Strategic Planning and the HR Professional

Create a Culture of Employee Engagement and Reduce Turnover

Total Compensation Plan Elements and Strategy

Building a Culture That Develops Future Leaders

Becoming an Employer of Choice

LENDING

Introduction to Consumer Lending

Introduction to Commercial Lending

Bringing Leases Onto the Balance Sheet

Key Ratio Analysis: Calculating and Interpreting the Numbers Correctly

MANAGEMENT

Strategic Planning for Financial Institutions: It’s All About Your Strategy

Treasury Management - A Powerful Tool to Increase Deposits and Fee Income

MARKETING

Money Saving, Money Making Marketing Ideas

RELATIONSHIP BANKING

Every Employee is Responsible for Customer Growth

TECHNOLOGY

FFIEC CAT Continual Improvements

Cybersecurity 101 - Board Basics

IRA TRAINING

IRA Fundamentals

Establishing and Amending IRAs

IRA Contributions

IRA Distributions

Top 10 IRA Issues

About the GSB Online Seminar Series

The GSB Online Seminar Series offers a convenient, cost-effective way to access quality educational opportunities. GSB seminars are designed to meet the dynamic learning needs of today’s busy financial professional and are delivered by some of today’s top industry experts. All sessions are recorded, so if you’re unable to attend one of the live presentations, it’s no problem! When you register for a GSB Online Seminar, you’ll have access to the live presentation as well as a recording of the live session in case you are unable to attend the entire program. There is no additional fee to view the recording, it’s included in your registration fee. It’s your choice to attend the live session, view the recording—or do both—based on your schedule. With the GSB Online Seminar Series you’ll benefit from:

• Nearly 100 relevant, bank-specific courses that deliver must-know information — including a variety of live, interactive courses offered throughout the year, each recorded for scheduling flexibility

• Instructor contact information is provided so you have the ability to ask questions as you go through the recordings

• Competitive pricing—one fee allows multiple attendees to participate through a single connection and includes all handouts and materials

• State-of-the-art technology that ensures a quality learning experience

• The faculty and expertise of the nation’s most respected graduate banking school

For additional information, please visit gsb.org