

BE A PART OF

# NEXTGEN<sup>U</sup>

online training to fast-track community banking careers »»

powered by:





## A UNIQUE ONLINE LEADERSHIP & CAREER DEVELOPMENT LEARNING EXPERIENCE! AVAILABLE NOW!

### DO YOUR EMPLOYEES HAVE A SOFT SKILLS GAP?

If you've been searching for a one-stop online solution for building career skills and truly setting the team apart as future leaders for community banking...Look no further. What enables employees to succeed at the bank has far less to do with technical knowledge and much more to do with the "soft skills"/professional poise they possess – skills such as self-awareness, delegating, team building, customer service, and perhaps most important; how to get along with different types of people.

PACB's Next Gen"U" Career Pathing Modules are the pinnacle of Professional Soft Skills and Career Success. The NextGen"U" program has been developed to provide the skills training required to enable the bank's team to become poised and professional representatives. This program can be the keystone that will assist them in moving into a management or leadership role, or be stronger in their current position.



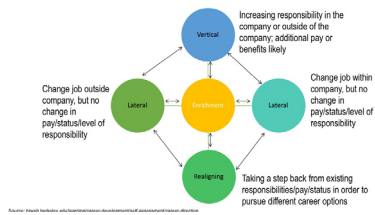
### WHAT DOES NEXTGEN"U" COVER?

In this online curriculum, we will help individuals develop the 16 kinds of "soft skills – professional experiences" they MUST demonstrate to successfully manage their career. These 16 core lessons, will position team members as employees of choice and place them on a fast track for career advancement.

Participants will discover the little-known concept of "Career Pathing" and how it holds the key to enabling them to demonstrate professional competency – to be known as a "go to" employee ready to get things accomplished in the bank. NextGen"U" will teach how to:

- Discover, hone and demonstrate professional soft skills.
- Feel focused, energized, and confident in your banking career choice.
- Learn inner workplace strengths – discover an inner compass so to speak – which is a must for career success.
- Have the courage to pursue an ideal career path within the bank.
- Gain wisdom into the science of success; secrets only the top banking professionals know and utilize.

## Career Path Options



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## Employee Development: Coaching

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### Employee Development:

- Coaching is a life-changing experience that dramatically improves an individual's outlook on work and life while improving leadership skills.
- Coaching helps people tap into their potential, unlocking sources of creativity and productivity.
- Can take place throughout the day, be unscheduled, and be 2 minutes.



## CURRICULUM MODULES

**Module 1:** Thinking as a Manager: Understanding Your Role

### PERSONAL DEVELOPMENT: Track One

**Module 2:** Managing Your Professional Identity

**Module 3:** Career Development – Promote Yourself Within the Bank

**Module 4:** Goal Setting and Achievement

**Module 5:** Are You Ready for Change? Strategies & Tips for Workplace Change and Transition

### THOUGHT AND CHARACTER: Track Two

**Module 6:** Leadership: Building Your Character for Success

**Module 7:** Effective Decision-Making

**Module 8:** Cultivating a Champion Mindset

**Module 9:** Presentations That Deliver

### CONNECTING WITH OTHERS: Track Three

**Module 10:** Successful Communication: Connecting With Others

**Module 11:** Leading with Purpose and Vision: Inspiring Yourself & Others

**Module 12:** Creating a Motivated Work Team Through Delegation & Coaching

**Module 13:** Building a Winning Team

### COMMUNITY: Track Four

**Module 14:** Customer Service: A Culture of Service Excellence

**Module 15:** Volunteering & Mentoring: Community Involvement

**Module 16:** Business Writing I

**Module 17:** Business Writing II

- NextGen“U” may be purchased as a 17 module course, or participants may choose to take one individual module, or a track of either: Personal Development, Thought and Character, Connecting with Others, and Community.
- PACB also offers a live version for those member banks who want to bring NextGen“U” to their teams with direct real-time access to the presenter.
- Banks can select to complete the curriculum as a team with group learning sessions.
- Select one module to be utilized by all bank managers or new leaders.
- Use specific modules as tools to meet blind spots identified in performance reviews.
- Use as an on-boarding tool.



Situational Leadership – 4 Development Styles			
D4 The Self-Reliant Achiever	D3 The Capable, but Cautious, Performer	D2 The Disillusioned Learner	D1 The Enthusiastic Beginner
<ul style="list-style-type: none"> <li>Recognized by others as an expert</li> <li>Consistently competent; justifiably confident</li> <li>Trusts own ability to work independently; self-assured</li> <li>Inspired; inspires others</li> <li>Proactive; may be asked to do too much</li> </ul>	<ul style="list-style-type: none"> <li>Generally self-directed but needs opportunities to test ideas with others</li> <li>Sometimes hesitant, unsure tentative</li> <li>Not always confident; self-critical; may need help to look at skills objectively</li> <li>Makes productive contributions</li> </ul>	<ul style="list-style-type: none"> <li>Has some knowledge and skills; not competent yet</li> <li>Frustrated; may be ready to quit</li> <li>Discouraged, overwhelmed, confused</li> <li>Developing and learning; needs reassurance that mistakes are a part of the learning process</li> <li>Unreliable, inconsistent</li> </ul>	<ul style="list-style-type: none"> <li>New to the task or goal; inexperienced</li> <li>Eager to learn; willing to take direction</li> <li>Enthusiastic, excited, optimistic</li> <li>Don't know what they don't know, so they may do the wrong thing</li> <li>Confidence based on hopes and transferable skills, not reality</li> </ul>

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## PRICING

### PER MODULE PRICING

Member: \$125  
Non-Member: \$225

### PER TRACK PRICING

Member: \$400  
Non-Member: \$600

### ENTIRE CURRICULUM PRICING

(all 17 Modules)  
Member: \$1,500  
Non-Member: \$2,200

### LIVE MODULE PRICING

(members only)  
Per Module: \$1,500  
Maximum 10 registrants

NextGen“U” can be accessed online at [pacb.org](http://pacb.org). Students are required to set up a profile, agree to the usage requirements and then begin the registration process. We recommend following the curriculum chronologically, however, if a student wishes to take classes of interest with a random order, it is certainly acceptable. Individual professional development varies and NextGen“U” is designed to meet diverse training needs.

**IF YOU ARE A PACB MEMBER BANK REGISTERING SIX OR MORE TEAM MEMBERS FOR THE ENTIRE NEXTGEN“U” CURRICULUM (17 MODULES), OR WANT TO ORDER 50 OR MORE INDIVIDUAL MODULES, PLEASE CONTACT THE PACB OFFICE AT 717.231.7447, AS DISCOUNT PRICING MAY APPLY.**

