



**BANKING DEMANDS LEADERSHIP.
GSB BUILDS LEADERS.**



SPRING SCHOOLS—ENROLL TODAY WHILE SPACE REMAINS

HUMAN RESOURCE MANAGEMENT SCHOOL April 25-May 2, 2025

Designed for HR professionals in banking to help tie together important banking and HR issues, this school will expand your knowledge of the business of banking, human resource management, talent development, compensation, employee performance and more. **Scholarships available!**

BANK TECHNOLOGY MANAGEMENT SCHOOL April 7-11, 2025

Created especially for financial services IT professionals and senior managers, this popular and respected program explores critical banking and technology issues. Gain an in-depth understanding of bank profitability, technology management, vendor management, IT exams and more.

DIGITAL BANKING SCHOOL Offered Virtually, Twice Weekly Half Day Classes, Starting March 3, 2025

The first school of its kind – to help community banks grow in the digital banking space, with a focus on innovation, digital product mix, customer engagement, technology, vendor partnerships and more. **Per bank pricing allows multiple attendees from the same organization to participate affordably for one fee - so learn affordably as a team!** ■

**LIMITED SEATS AVAILABLE
—REGISTER TODAY AT
GSB.ORG**



Graduate School of Banking
at the University of Wisconsin – Madison

GSB ALUMNI SPOTLIGHT: DANIEL BAKKEN



Daniel Bakken
Business Banking
Representative
at Citizens
Independent Bank,
St Louis Park, MN

For Bakken, banking is a family affair.

Three generations of Bakkens have shaped Citizens Independent Bank, St. Louis Park, Minn., turning a small-town institution into a thriving community cornerstone with a legacy of caring leadership.

Daniel Bakken, GSB class of 2024 and a business banking representative at Citizens Independent Bank, is inspired by his amazing grandmother Connie Bakken.

Citizens was chartered in 1949 and opened in 1950. Forty years later, in 1980, Connie purchased the bank. She did not have any previous banking experience when she

made the purchase. But over a three-year period she attended the Graduate School of Banking and the Minnesota School of Banking at St. Olaf College, Northfield, Minn., graduating with honors in 1983.

Connie, who died in 2021 at age 98, was a trailblazer for a woman at the time. It was a man's world, especially in banking, and she experienced some negativity as a woman in power. Despite these challenges, she created a warm and caring culture at the bank, often carrying around a pot of gourmet coffee to share with staff. Her legacy of caring lives on at CIB. In September bank employees came together on several service projects, including making blankets, packing meals and cleaning local parks. And in October the bank hosted a book drive to support local teachers, an early education program and a senior center.

The bank thrived under Connie's leadership, growing from \$44 million in holdings in 1980 to more than \$300 million today. In 1998, Connie's son (and Daniel's dad) Brad Bakken was elected president/CEO.

Daniel followed in Connie's footsteps and attended St Olaf College for his undergrad, graduating in 2014 with a major in political science and government.

Inspired by his grandmother's legacy, Daniel was excited to attend GSB. At CIB, he joins his dad, Brad, and CIB's current CFO Tim Cartwright (both class of 1982) as GSB grads. Daniel also has two younger brothers who work at the bank: Eric Bakken is a finance specialist and Dwight Bakken is the branch manager at the branch in Hopkins, Minn.

Daniel enjoyed the GSB program immensely. The most valuable courses to him were loan portfolio management and enterprise risk management, but he found the entire curriculum valuable and worthwhile.



If he were to give advice to a banker considering the school it would be that "it's as challenging as expected, but well worth the investment," he says.

Outside of banking hours, Daniel, who is single without any children, sings and plays guitar in a band called Canada Goose. But don't call it a hobby! The band released an album earlier this year and plays frequently in and around Minneapolis. ■



DON'T MISS – HALF-DAY VIRTUAL WORKSHOP!

AI IN BANKING: STRATEGIC INSIGHTS AND PRACTICAL APPLICATIONS

December 11 - Recording available for 90 days

Presented by Chad Knutson & Jon Waldman, SBS CyberSecurity with Ben Udell, GSB Class of 2014

AI has been the most rapidly adopted technology in human history, and organizations around the world are leveraging AI to become faster and more efficient. But what are you doing to learn and benefit from AI? If you haven't dug in quite yet – don't worry, we've got you covered.

In this course, we'll delve into the fascinating world of artificial intelligence (AI) and its transformative impact on the banking industry. Our focus is on practical applications, strategic considerations, security impacts, and real-world examples that empower banks to stay competitive and enhance customer experiences.

WORKSHOP AGENDA

9:00 am – 9:45 am: The State of AI today – Overview, Risks, and Rewards

9:45 am – 10:05 am: Banking and Cybersecurity AI applications; Compliance and Risk Management

10:05 am – 10:15 am: Compliance and Exams around AI at the Bank

10:15 am – 10:30 am: BREAK

10:30 am – 11:15 am: Practical AI Apps and Examples

11:15 am – 12:00 pm: AI demo, use cases, and prompt examples from LRB

12:00 pm – 12:30 pm: Prompt Engineering, Culture of Innovation, and Q&A

WHO SHOULD ATTEND

Anyone who wants to know more about implementing AI in their bank. ■

**ENROLL TODAY
AT GSB.ORG**



Graduates Receive a GSB Diploma Plus a Certificate of

EXECUTIVE LEADERSHIP FROM WISCONSIN SCHOOL OF BUSINESS



Graduate School of Banking
at the University of Wisconsin – Madison



CENTER FOR
PROFESSIONAL
& EXECUTIVE
DEVELOPMENT



TWO CREDENTIALS. ONE TUITION.

Since 1945 The Graduate School of Banking at the University of Wisconsin-Madison has been an exceptional banking school—and it has grown into a powerful leadership program. Through the Wisconsin School of Business' Center for Professional and Executive Development, our graduates receive a **Certificate of Executive Leadership from the Wisconsin School of Business**, in addition to a GSB diploma. GSB's outstanding program, as recognized by one of the nation's premier business schools, offers leadership-focused courses and relevant real-world projects including:

- Comprehensive Leadership Skills Inventory—with analysis and feedback from a certified LSI consultant
- The Success Factors of Winning Teams
- Leadership Presentation Skills
- The Role of Strategy in Leadership
- Industry Focused Strategic Thinking
- The Leader's Role in Managing Performance and Succession
- Building a Culture of Leaders
- Talent Management and Succession
- Organizational Culture—including a robust cultural assessment tool
- Leading Inclusively
- Transformational Leadership and Organizational Healing
- Business Ethics
- FiSim—GSB's exclusive web-based platform offers the most robust simulation experience, incorporating both financial management and strategic leadership management into the

Visit gsb.org today to learn more about this life-and-career changing leadership development opportunity.



The 2025 session will be held July 27-August 8, 2025. The deadline to apply is June 1; early applications are strongly encouraged as space is limited.

GSB-WISCONSIN ANNOUNCES TWO LEADERSHIP PROMOTIONS



Alexis Thering
Vice President
of Student
Engagement and
Operations,
GSB-Wisconsin

The Graduate School of Banking at the University of Wisconsin-Madison, consistently ranked among the nation's most prestigious and rigorous banking schools, announces the promotion of two team members, effective immediately:

Alexis Thering to Vice President of Student Engagement and Operations. In her nearly 24 years with GSB, most recently as operations manager, Thering has helped to streamline the schools' business processes. She has been a key driver of several recent GSB technology enhancements – including a comprehensive database conversion, implementation of Canvas for enrolled students, an enhanced e-commerce platform and an improved GSB website.



Katie Bolen-Irwin
Chief Financial
Officer,
GSB-Wisconsin

Katie Bolen-Irwin to Chief Financial Officer. Since joining GSB in 2023 as controller, Bolen-Irwin has been instrumental in overseeing GSB's accounting software conversion and optimizing its use of financial management tools. Bolen-Irwin is a Certified Public Accountant and Certified Nonprofit Accounting Professional with 20 years of experience in grant tracking and reporting, budgeting, audit prep, board presentations, and process improvements. She holds a BBA in Accounting from the University of Michigan-Flint, and both a Master of Science in Accountancy and a Master of Business

Administration from Edgewood College, Madison, Wis. In her new role, Bolen-Irwin will continue to work closely with GSB's executive leadership and will oversee initiatives to identify process improvements across the business.

"Alexis and Katie are indispensable leaders within GSB. These richly deserved promotions reflect their strategic vision, expertise, and relentless focus on the student experience. I'm confident that Alexis and Katie will have a profound impact on our continued innovation and growth," said Paul C. Katz, GSB president.

The School, which is sponsored by state banking associations from across the central United States, as well as the University of Wisconsin-Madison, was established in 1945 to provide bankers with an opportunity for advanced study and research in banking, economics, and leadership. In addition to its flagship Graduate School of Banking, GSB offers specialty schools for Human Resource, Technology, Information Security, Sales, Marketing and Finance leaders in banking—plus online seminars across all areas of bank management. ■



NEARLY \$175,000 IN SCHOLARSHIPS AVAILABLE ANNUALLY

The Graduate School of Banking is pleased to offer a variety of scholarships to assist bankers in advancing their educations and careers. Some applications are available directly from this page; other scholarship applications are through our association partners. Applications for Graduate School of Banking scholarships available on the GSB website must be submitted no later than March 1st; Human Resource Management School scholarship applications are due by February 1st and each state association sets their own scholarship criteria and deadlines. ■

**BANKING TODAY IS AGILE.
THANKFULLY,
SO ARE OUR
ONLINE
SEMINARS.**



RECORDED PROGRAMS AVAILABLE FOR IMMEDIATE LEARNING

A Beginners Guide to Asset/Liability Management

Antiwork: How a Savvy, Angry Generation is Rebelling Against YOUR Company and What to Do About It

Business Financial Statements and Tax Returns – Cash vs. Accrual Accounting Refresher

Business Financial Statements and Tax Returns – Components of Business Financial Statements & Tax Returns

Business Financial Statements and Tax Returns – Developing and Analyzing Key Financial Ratios

Business Financial Statements and Tax Returns – Navigating and Analyzing a Business Tax Return

Commercial Lending – Five Keys to Better Credit Memos and Loan Packages

Commercial Lending – Loan Agreements and Covenants

Consumer Lending – Analyzing Personal Financial Statements and Loan Applications

Consumer Lending – Introduction to Consumer Lending

CRE Appraisals – Appraisal Approaches to Value De-mystified

CRE Appraisals – Overview of Appraisal Rules/Guidelines and the Review Process

CRE Lending – Cap Rates and Factors Beyond Debt Coverage and Loan-to-Value

CRE Lending – Developing a Cash Flow and Key Ratios

CRE Lending – Issues with Property Types & Lease Structures

Creating the Right Enterprise Risk Management (ERM) Program for YOUR Community Bank

Employee Retention Strategies in a Dynamic Labor Market

Fundamentals of Interest Rate Swaps and Caps

Grow Deposits & Relationships with Transformative Branch Conversations

HSA Fundamentals

Interviewing Skills for Better Hires

IRA Fundamentals

IRAs – Establishing and Amending

Net Interest Margin Volatility

New Deposit Products Yielding Durable Competitive Advantage

Optimizing Interest-Bearing Deposit Strategies

Personal Tax Returns and Cash Flow – Advanced Personal Cash Flow Issues, Including Capital Gains

Personal Tax Returns and Cash Flow – Focus on Global Cash Flow as an Underwriting Tool for Businesses and Owners

Personal Tax Returns and Cash Flow – Focus on Pass-Through Entities and Schedule K-1s

Personal Tax Returns and Cash Flow – Focus on Sole Proprietorships, Rental Property and Farms

Responsibilities of the Information Security Officer

Retail Banking: Sales, Growth and Client Relationship Keys

SBA Lending – Common Issues in SBA Loan Files

SBA Lending – SBA Loan Programs and When to Use Each One

Sound Practices for Liquidity Risk Management

The Business of Banking

Understanding and Interpreting Interest Rate Expectations

Using Your BIA and Data Flow Diagrams to Understand Risk