Community Bankers Association of Oklahoma's
HORIZON BANKERS
cultivate, educate & empower

# BUILDING THE FUTURE OF COMMUNITY BANKING

## 1. THE REALITY IN COMMUNITY BANKING: LEADERSHIP GAPS ARE GROWING

- **40%** of bank CEOs are expected to retire or depart within the next 5 years.
- Nearly **25%** of banking C-level executives are 65 or older.
- **25%** of community bank CEOs were anticipating a leadership change in 2026 alone.

**The banking industry is not facing a future leadership issue —It is already in the middle of the transition cycle.**

## 2.MOST BANKS KNOW THE CHANGE IS COMING—FEW HAVE A PLAN

- Only **18%** of banks have identified a CEO successor, a timeline and plan of action.
- An additional **29%** have identified candidates but no timeline or formal plan.
- Only **20.6%** of community banks feel fully prepared for CEO/C-suite succession.
- **59.4%** say they are only "somewhat prepared".

**Many banks know leadership transition is coming—but few have a structured, ready-to-execute plan to address it.**

## 3. SUCCESSION RISK IS BUSINESS RISK

**Succession planning is critical to:**

- Maintain leadership continuity
- Preserve institutional knowledge
- Sustain community relationships and trust

## 4. WHAT BANK LEADERS ARE SAYING

- **70%** of bank leaders say they could strengthen their succession pipeline by enhancing internal talent development efforts.
- Fewer than **15%** of financial services boards express confidence in their internal talent pipelines.
- **35%** are actively looking at external candidates for key C-suite positions.

**Banks know internal development is the answer—but most don't feel like they have the pipeline today, causing them to have to look at external candidates.**

## 5. HORIZON BANKERS: THE SOLUTION

**A leadership development program designed specifically for career-aspiring community bankers.**

🎓 **Leadership Training**
🤝 **Peer Network**
📚 **Industry Education**
📢 **Industry Advocacy**

**Built to prepare the next generation of community bank leaders.**

## 6.WHY INVEST IN FUTURE LEADERS?

- Reduce succession risk
- Strengthen internal pipelines
- Retain high-potential talent
- Preserve institutional knowledge

**A small investment today can help ensure leadership continuity tomorrow.**

*Horizon Bankers membership is only $100 per year. Invest before you need your next leader, not after.*

# Building the Future of community banking

## The reality in community banking: Leadership Gaps are growing

This isn’t a future leadership issue for banking—it’s happening right now.

## 2 Horizon Bankers: A Practical Solution

Built to prepare the next generation of community bankers.

### Leadership Training

Equip your next generation of leaders with real-world skills to step confidently into the future of your bank.

### Peer Networking

Give your rising talent access to a statewide network that strengthens both their growth and your bank’s influence

### Industry Education

Keep your team informed, prepared, and ready for what’s next in community banking.

## 3 Don’t miss out on the opportunity to grow your people!

Horizon Bankers Membership is just $100 dollars a year

A small investment to begin addressing one of the industry’s largest risks: leadership transition.

## 4 Strong Banks Start with Strong Leaders

We want to help you build confidence, capability, and continuity across your team.

**Join Horizon Bankers today!**

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