

HR Potential Topics For Discussion

HR Department Organization

- What roles? How many?
- Opportunities for efficiencies

Benefits and Wellness Programs

- What types of wellness programs are you offering, e.g. financial and physical wellness?
- Health insurance offerings, employee contributions
- Structure of executive compensation and benefits
- New benefits programs being offered or considered?
- ACA reporting

Employee Retention and Recruiting

- How are you reaching out to and engaging Millennials?
- Internal vs. external recruiting at both branch and executive level
- Outsourced recruiting options
- Types of employee evaluation tools/methods used in hiring process
- Talent management & workforce planning strategy – measuring, communicating and raising the visibility of and attention to it among CU leadership
- Retention strategies and tactics

Leadership, Succession, and Education Programs (branch and executive level)

- Executive-level coaching programs
- Types of leadership programs offered for various positions within the credit union
- How to engage future leaders when advancement opportunities might not be immediately available, and other types of career path programs
- Training topics, approaches and platforms being used
- New employee onboarding programs

Performance Evaluation/Management

- Opportunities to streamline/simplify?
- Formal vs informal
- Tying to hiring date vs common annual date

New Initiatives and Strategic Planning

- Sustaining engagement while managing leadership transitions, merger integration
- Flexible/cross department work forces
- Managing and accommodating an older workforce
- Upgrading processes and vendors