



# HUMAN RESOURCES

## **Holding People Accountable (Without Losing Them)**

*Angela Adams, HR Source*

Many leaders struggle to hold employees accountable out of fear of making them mad or losing them. But is that best for your bottom line? Get more comfortable with holding employees accountable for their work responsibilities by using a four-prong approach of providing feedback, inspiring investment, designing creative solutions, and completing follow through.

## **Evaluating Practices to Maximize Talent**

*Barbara Low, Sr. Manager / Talent Management Consulting, Wipfli LLP*

In today's challenging labor market, all employers are having difficulty attracting and retaining talent. Have you considered evaluating the policies and practices that may contribute to a low candidate pool? When was the last time you reviewed elements of the hiring process to determine where changes need to be made in order to meet the needs of today's workforce and provide an increased number of candidates? Have you considered analyzing your talent practices in order to create a strategic talent plan? This session covers areas to focus on for change to achieve better outcomes.

## **Succession Planning to Stabilize the Bank's Future Leadership**

*Barbara Low, Sr. Manager - Talent Management Consulting, Wipfli LLP*

The changing workforce and aging baby boomers are realities leading more financial institutions to seek help in understanding which of their staff is able and willing to fill key roles over the next five years. Determining the depth of the talent pipeline internally and externally isn't easy. Succession planning is not a new concept, yet many struggle to create processes and a robust approach that moves beyond a static list of names kept in a file. A succession planning program includes a focus on positions critical to the company's strategic plan as well as a focus on employees and their development. This session will talk about the issues and challenges of succession in today's workplace and provide some practical approaches and tools to guide effective Succession Planning.

## **Employee Engagement & Retention: Why people leave & how to keep them**

*Drew Carter, Founder & CEO, Whistle Systems, Inc.*

In the banking industry, the challenges of employee engagement and retention have reached a critical juncture. Despite a 5% salary increase in 2022, voluntary attrition rates have surged, surpassing 24%. Alarming, 66% of those who left chose to exit the entire industry. These trends underscore the pressing need for financial institutions to address the issue of employee turnover. This session is designed to provide insights, tools, and strategies to effectively understand and articulate the root causes of attrition and master the use of an employee evaluation framework to assess and enhance motivation within an organization. Drew Carter, CEO & Founder of Whistle Rewards, offers a comprehensive knowledge base and skill set to address the challenges of employee engagement and retention within the banking industry.

## **2024 HR Survival Kit**

*Michael Gifford & Emily Bennett, Howard & Howard Attorneys PLLC*

HR is constantly evolving – do you know everything you need to know to avoid the many traps and pitfalls? We will review changes and updates to federal and Illinois law that took effect over the past year. This lively presentation provides an overview of key developments in federal and Illinois employment law, and action items for employers to take because of those changes. Participants will leave with up-to-date knowledge of legal obligations and considerations in an ever-changing landscape of a bank's obligations to its employees.

**MARCH 7-8, 2024**  
**EAST PEORIA, IL**

**ILLINOIS.BANK/THEONECONFERENCE**