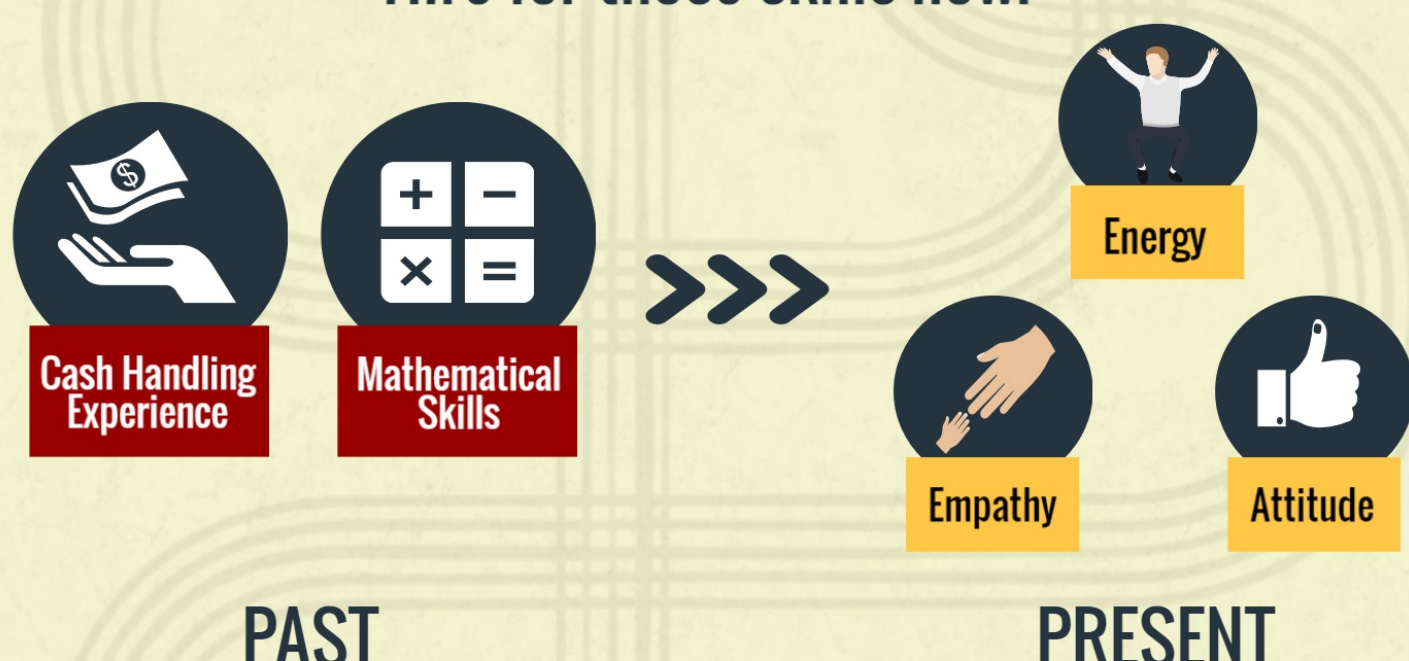
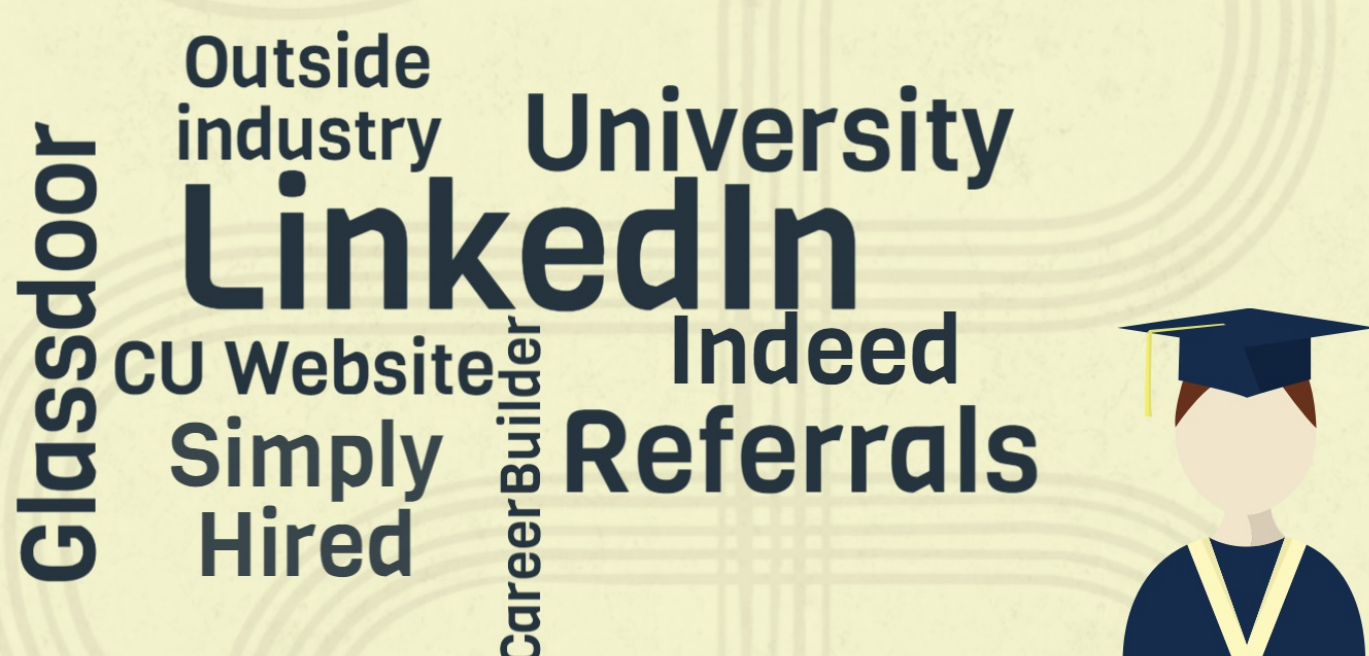


# 4 WAYS TO STAFF TOMORROW'S CREDIT UNION TODAY

Tomorrow's credit union demands a different skill set. Hire for those skills now.



Tomorrow's credit union needs today's millennials. Look in new places to find those hires.



Tomorrow's employees have different professional expectations. Make salary and benefits packages reflect that.

## Expect Negotiations

In the past, people accepted what the credit union offered.

These days, younger workers want to negotiate and are more vocal about what they bring and what they want.

But not everyone expects to advance to leadership. Some want to try out the job and credit union to see if it's a fit.

## Know What To Offer

Salary is important. But there is more!

- Leadership Opportunity
- Flex Scheduling
- Supportive Work Environment /Telecommuting
- Wellness Benefits

Tomorrow's credit union might look different. Consider making organizational changes today.

## Vertical Structure

- Well-defined responsibilities
- Clear promotional pathway
- Stability and efficiency
- Skilled managers at the top
- Accountability

## Lateral Structure

- More transparency
- Better communication
- Eliminate delays
- Often higher employee morale
- Increased teamwork

PROS

CONS

- Potential inter-departmental conflicts
- Bureaucratic mindset that hampers new or creative ideas
- Lack of transparency
- Management-dependent

- Unclear responsibilities
- Potential duplication of roles
- Lack of authority and control
- Harder to implement as the organization grows



Source: Chron; Demand Media