



HRD Network InfoExchange

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2008-2009

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March 2, 2009

Where People and Ideas Meet

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Hello HRD Members,

We wanted to take a moment to **thank you** for attending the HRD Network's 23rd Annual Conference at the beautiful MountainGate Country Club in Los Angeles! We had a great line-up of speakers and we hope that you were able to walk away with many great tools that can assist you at your Credit Unions.

A few post-conference notes:

- If you have any pictures from the conference that you would like to share with the group, please email them to me at nixon@smcu.org. We will be compiling the pictures and uploading them to our website in a few days.
- If you have not yet had a chance to fill out the conference evaluation (attached), we would appreciate any feedback that you can provide! Once complete, please email it to Janet Gaspard at jgaspard@lapfcu.org.
- As promised, Chris Thornberg's presentation has been uploaded to his website and can be accessed here: <http://www.beaconecon.com/products/Presentations/CBB09.pdf>

Thanks again for your attendance and your support of the HRD Network! We hope to see you in **Sacramento in September** for our Semi-Annual Conference!

HRD Network Board of Directors

(Lisa, Rebecca, Lecia, Jenee, Nanette, Janet, Shonna, and Mark)



HRD NETWORK INFORMATION EXCHANGE

The next InfoExchange will be sent out on **Monday, March 16, 2009**. Any information or job posting needs to be submitted by the Friday before. Thank you and please send your information to Nanette Dalo of Allied Healthcare FCU at

*Transmittal to HRD Network Members. Visit us on the web at www.hrdnetwork.org.
Information Exchange Service... a benefit for our members.*



2009 Annual Conference
February 23, 24 & 25, 2009

It was a beautiful day on the golf course:



*<— Samuel L Jackson
9:00am tee time 3
days in a row...*

HRD Network's 23rd Annual Conference:

** Thank you to our speakers **



*Reception: * Thank you to our Business Partners **



Congratulations to the 2009 Recipients:



*Joyce Wasserman
California Credit Union
"HR Professional of the Year"*

*Eric Dosch
Technicolor Federal Credit Union
"Patti Reed Educational Scholarship"*

*Rebecca Nixon
San Mateo Credit Union
"Suzanne Carlisle Trainer's Scholarship"*



Conference Evaluation

Annual Conference
February 24-25, 2009
Los Angeles, California

Your Name (optional) _____

Your Credit Union (optional) _____

Thank you for attending the HRD Network's Annual Conference!
Please take a moment to rate the value and quality of the conference by
circling your selection on a scale of **1 (lowest value)** to **10 (highest value)**.

Speakers										
Bob Wenzel & Amber Solano – "Mock Deposition"										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Judy Dutton & Derek Tynes – From Training to Organization Development										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Todd Hoover & Allison Johnson & Ed Cassady – Combating the Rising Cost of Health Care										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Chris Thornberg – Recession Economics: The what, the why...and most importantly, the when										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Wendy Danbury & Varner Story – "Creating a Culture of Service Excellence"										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Michelle Patterson – New Developments in ADA & FMLA										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Allen Carver – Mergers: Coordination and Considerations-What to know and avoid										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										
Pat Lynch PH.D – Metrics-Demonstrating your Value for the Organization										
1	2	3	4	5	6	7	8	9	10	
Comments: _____										

Barbara Banister – In the New Generation...Is there a "Generation Gap"?

1 2 3 4 5 6 7 8 9 10

Comments: _____

Conference

Location and Venue – MountainGate Country Club

1 2 3 4 5 6 7 8 9 10

Comments: _____

Quality and Selection of Meals

1 2 3 4 5 6 7 8 9 10

Comments: _____

Reception

1 2 3 4 5 6 7 8 9 10

Comments: _____

Overall Value of the Conference

1 2 3 4 5 6 7 8 9 10

Comments: _____

How might you improve this conference?

Future Conferences

What topics would you like to discuss / hear about at future HRD Conferences?

Thank you for your feedback!

HRD Network Brown Bags



Central California Area

Contact Shonna Shearson at Kern Schools FCU (661) 833-7944 or shonna.shearson@skfcu.org for information on the next scheduled meeting.

Inland Empire Area

Contact Emily Pearl at Service Plus CU (909) 680-1998 x104 or epearl@servicepluscu.org for information on the next scheduled meeting.

Beach Cities Area

(Formerly Long Beach/South Bay Area)



When: Wednesday, March 18, 2009

Time: 8:30am - Breakfast

Where: LBSFCU 5505 Garden Grove Blvd, Westminster, CA 92683

Topic: 2009 Legal Updates

Speaker: Michele S Patterson

Contact Therese Levkulics at LBSFCU (562) 598-9007 x5210 or tlevkulics@lbsfcu.org for information.

Los Angeles Area

Contact Janet Gaspard at LA Police FCU (818) 779-3316 or jgaspard@lapfcu.org for more information.

Orange County Area

Contact Courtnay Lynch at Wescom CU (888) 493-7266 x4653 or clynch@wescom.org for information on the next scheduled meeting.

Sacramento Area

Contact: Jenee Rawlings at Yolo FCU (530) 669-6321 or jrawlings@yolofcu.org for information on the next scheduled meeting.

San Diego Area

Contact Jose Ng at USA FCU (858) 831-8100 x511 or jng@usafed.org for information on the next scheduled meeting.

San Francisco Bay Area

Contact Dawn Smith at San Mateo CU at (650) 562-1276 or dsmith@smcu.org for information on the next scheduled meeting.



Southern Nevada Area

Contact Ann Johnson at Silver State Schools CU (702) 697-8025 or ami@silverstatecu.com for information on the next scheduled meeting.

Trainers Network (Southern California)

Contact Kate McPike at the California/Nevada Credit Union League (909) 581-3434 or katem@ccul.org for more information on the next scheduled meeting.

“Leadership is a matter of having people look at you and gain confidence by seeing how you react. If you are in control, they will be in control.”
 ~ Tom Landry – Hall of Fame NFL Coach



Mark your calendar and plan to join your colleagues at these **FREE** brownbag meetings!

“With greater confidence in yourself and your abilities, you will set bigger goals, make bigger plans, and commit yourself to achieving objectives that today you only dream about.”
 ~ Brian Tracy, a self-help author and speaker



Job Listings & Resumes

If you would like information on how to place an ad with the HRD Network, contact Nanette Daló at:
(562) 933-0378 * Fax (562) 933-0921 * e-mail: ndalo@ahfcu.org
Please send requests of 200 words or less by Fridays at Noon.
All members of our Job Placement Service are Equal Opportunity Employers M/F/DV.



Learning & Development Specialist

San Diego Metropolitan Credit Union has an opening for a Learning & Development Specialist! This individual will be responsible for researching, developing/designing, and conducting training and education programs in accordance with SDMCU's strategic vision. Essential duties include assessing the organizational training needs, assisting managers with employee development, and developing training materials utilizing a wide variety of training methods including individual coaching, group instruction, and interactive web based training. The Learning & Development Specialist is also responsible for developing and managing an annual budget and training plan, administration and maintenance of the Learning Management System, and monitoring and reporting on the effectiveness of training as well as making recommendations on further career development for SDMCU employees.

Requirements for this position include a Bachelor's degree plus two years of training experience in a financial institution. Three years of professional training experience in a financial institution will be considered in lieu of the post secondary education experience. Focus XP experience highly desired. This position is currently a Monday – Thursday position (32 hours), with the potential to go full time. Interested applicants should email their cover letter, resume and salary history to employment@sdmcu.org, or fax to 858-614-0048.

[020209-022809]

SHARE RESOURCES WITH STAFF EXCHANGE



Alternative for Staffing Needs

Credit unions looking to cut costs without cutting employees may want to explore the League's Staff Exchange—an electronic database that enables credit unions to share their employees with other credit unions in need of temporary staff.

The program allows League member credit unions to post staff members who are available to fill open positions at another credit union on a temporary basis. It also allows credit unions to search a database for staff resources that may be available from other credit unions.

The convenient, free online tool aims to build credit union-to-credit union cooperation through cost-efficient methods, provide continued work for credit union staff members, and increase the spirit of cooperation among credit unions. Users can search the database by region, job type, or status.

Please go to: <http://members.ccul.org/11resources/index.cfm> to visit the database and learn more, or contact League Manager of CU Growth Cathy Arra at 800.472.1702, ext. 3486.

[020209-022809]



LOS ANGELES
POLICE
FEDERAL CREDIT UNION

The Los Angeles Police FCU (\$650M) is seeking:

MANAGER OF INFORMATION SERVICES

The Los Angeles Police Federal Credit Union (LAPFCU) has an exceptional career opportunity available. LAPFCU was started in 1936 and is a continuing leader in the Credit Union Industry. Currently our asset size is 695 million and growing. We offer a competitive compensation and exceptional benefits package. In addition to the related experience required for each position, candidates with experience in a financial institution are preferred.

LAPFCU is seeking an experienced manager to oversee a complex IT infrastructure and progressive wide area network in a fast-paced work environment. The candidate will have a proven record of achieved success in IT operations administration, preferably in the financial industry.

This position will be charged to supervise all aspects of computer operations, telecommunications and to maintain a reliable secure network infrastructure.

Reporting to the VP of Information Services, the manager is responsible for budgetary control, system integrations, process improvements, service levels, help desk support and system performance. The candidate will administer change management activities that include project management, resource allocation, software upgrades, system deployment, system controls, and overall security administration.

As part of the management team, this individual will be responsible for developing a solid working relationship with internal departments in order to provide guidance for better system utilization and play a pivotal support role in company-wide business goals and objectives. To develop and grow staff, the candidate will train, mentor, and be a coach to assist the department in accomplishing IT objectives.

The successful candidate should have strong leadership skills, analytical skills, multi-tasking capabilities, a collaborative style, quality assurance techniques, and sound communication skills. A minimum of 5 years management experience within IT, a bachelor's degree and IT certifications are required. Software development experience is a plus.

Please apply to:
Los Angeles Police Federal Credit Union
Human Resources Department
16150 Sherman Way
Van Nuys, CA 91406
E-mail: jobs@lapfcu.org
Job Code: Manager IS
Fax 818/782-9356



Resumes without salary requirements will not be reviewed.
To learn more about the Los Angeles Police Federal Credit Union, please visit our website at <http://www.lapfcu.org/>

No phone calls, please. LAPFCU is an Equal Opportunity Employer.

[030209-032709]

Where People and Ideas Meet

Serving Human Resources and Training professionals in Credit Unions in California, Nevada and Utah since 1986.

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