

July 5, 2007

The National Young Leaders Committee: Leading for the Future

National Inventory Data Base

What are the biggest risks to the credit union system?

- ✦ The war for talent
- ✦ Recruitment & retention challenges
- ✦ An aging workforce
- ✦ Competition within the financial services industry

In May 2006, the National Young Leaders Committee (NYLC) presented a strategy paper “Leading for the Future”, focusing on the development of future leaders to meet the future talent and leadership needs of the Canadian credit union system. Developing Young Leaders today will be vital to the success of our system in the future.

NYLC is taking proactive steps to ensure a vibrant credit union system for the future. The development of a national inventory of today’s young leaders will provide an aggregate number of young leaders in credit unions to provide a benchmark for future measurement and help minimize these risks.

Identifying these future leaders today will help better understand how the system is developing these leaders for tomorrow. An inventory list will facilitate communication, training and retention strategies and the creation of a community for young leaders. The community allows for future leaders to network and connect with their peers within the system.

NYLC is working with Credit Union Central of Canada (CUCC) to develop and administer a working data base and is requesting help to identify future leaders and make them aware of the registration process and its importance to the system through the development of this national inventory data base.

This committee believes it can make a difference, but needs system support to make the strategies and tactics being undertaken a success. This is why you are being asked to identify future leaders and make them aware of this opportunity.

What is a Young Leader? Employees that are under 40 years of age and holding supervisory, management or leadership positions within a credit union.

Please pass this on and get young leaders involved. Forward this information immediately by directing the defined candidates to <http://www.cucentral.ca/NationalYoung> to register on the secure data base. The data will become property of CUCC and will be held for use only by NYLC for statistical data and communication.

Thank you for your time and attention to this important matter.

Conclusion

The National Young Leaders Committee vision is to make the credit union system the number one employer for young leaders in the financial services industry. To bring this vision alive the committee is focusing on four key strategic goals: attracting talent, developing talent, retaining talent and succession planning. The committee is delivering on four specific tactics over the next year as first steps to support the overall strategic goals and impact the development of leaders in the Canadian credit union system.

The National Young Leaders Committee:

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Atkinson, Michael (Chair)	Director, Investment Solutions	Vancity Savings Credit Union
Burk, Jody	Chief Executive Officer	East Kootenay Community Credit Union
Dau, Ron	Senior Manager, Marketing & Communications	Envision Financial
Dillon, Eric	Vice President	Commonwealth Credit Union
Jardine, Jackie	Assistant General Manager	NBTA Credit Union
Lesy, Sean	Executive Manager, Financial Services	Lloydminster Credit Union
Mancuso, Frank	Assistant Manager, Commercial Services	First Ontario Credit Union
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McDowell, Sandra	Manager, Sales Marketing & Branch Operations	Powell River CU Financial Group
McGrath, Michelle	Regional Manager	Newfoundland & Labrador Credit Union
Munden, Cory	General Manager	Codroy Valley Credit Union
Mykytyshyn, Darcy (Vice-Chair)	Vice President	Community Savings
Patterson, Lisa	Manager, Human Resources	North Peace Savings & Credit Union
Reiniger, Nicole	Accountant	Commonwealth Credit Union
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