

First Year

July 13-25, 2008, Madison, WI

Revised: 4/30/08

(Schedule is subject to change)

Sunday 7/13	Monday 7/14	Tuesday 7/15	Wednesday 7/16	Thursday 7/17	Friday 7/18	Saturday 7/19
<p>1:00-4:00 p.m. Registration</p> <p>4:00-5:00 p.m. First-Year Orientation</p> <p>5:00-6:00 pm. Second and Third Year Orientation</p> <p>6:30-9:00 p.m. Welcome Dinner</p>	<p>8:00-8:30am All School Meeting</p> <p>8:30 a.m.-11:45 a.m. Credit Union Philosophy and the Cooperative Culture</p> <ul style="list-style-type: none"> • Discuss the basic operating principles of credit unions and explore their values in today's workplace. • Share ideas to put the "People Helping People" philosophy into practice. 	<p>7:00 a.m.-11:45 a.m. Team Building Challenge</p> <ul style="list-style-type: none"> • Experience and build greater individual and team effectiveness with this adventure in teamwork, communication and leadership skills. • Experience the learning adventure of a high-performance team in action. 	<p>8:00 a.m.-11:30 a.m. Basic Credit Union Ratios</p> <ul style="list-style-type: none"> • Gain a working understanding of various financial ratios and NCUA's CAMEL rating system. • Calculate the CAMEL score for your own credit union. • Gain an understanding of what each ratio measures, is an indicator of, or is used for. 	<p>8:00 a.m.-11:30 a.m. Lending</p> <ul style="list-style-type: none"> • Learn the keys to an effective lending program. • Improve your understanding of loan policies, open-ended lending, collections, and bankruptcy issues. 	<p>8:00 –11:30 a.m. Asset/Liability Management I</p> <ul style="list-style-type: none"> • Develop a basic understanding of the concepts and techniques of ALM • Recognize the value of ALM in helping to reach your financial goals and control financial risks. • Learn how to take complete ALM ideas and explain them in simple terms to other interested parties (managers, board members, etc.) 	<p>Free Time</p> <p>Chicago Excursion</p>
	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	
	<p>1:00-4:30 p.m. CU Management</p> <ul style="list-style-type: none"> • Creating a climate for effective management. • Managing others and the Situational Leadership model. • Managing the task versus managing people. • Managing goal achievement • The art of giving feedback. 	<p>1:00-5:30 p.m. Team Building Challenge (cont.)</p>	<p>1:00-4:30 p.m. Basic Credit Union Ratios (cont.)</p>	<p>1:00-4:30 p.m. Lending, Part II Including Risk Based Lending</p>	<p>1:00-4:30 p.m. Asset/Liability Management I (cont.)</p>	
	All School Picnic	2 nd Year Auction	Exam Study Groups	3rd Year Event	Free Time	

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Sunday 7/20	Monday 7/21	Tuesday 7/22	Wednesday 7/23	Thursday 7/24	Friday 7/25
Free Time	8:00 a.m.-11:30 a.m. Human Resource Management <ul style="list-style-type: none"> Better understand the role Human Resources plays in creating & maintaining a positive, desirable workplace. Know four methods of motivating employees today. Be able to plan and/or evaluate incentive programs based on six critical criteria. Understand five methods for attracting and retaining good employees. 	8:00 a.m.-11:30 a.m. Strategic Thinking on Paper <ul style="list-style-type: none"> Become a more effective business writer. Shorten your overall writing time. Use language that gets results. 	8:00 a.m. – 11:30 a.m. Leadership Development <ul style="list-style-type: none"> Identify key leadership practices and develop methods of communicating them. Define the leader’s role in creating a work environment that allows employees to make effective decisions and act on them. Identify methods for aligning a group’s work with strategic vision. 	8:00 a.m. – 11:30 a.m. Exam Preparation	8:00 a.m. – 11:00 a.m. Exam Overview
Golf Tournament	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	Lunch Provided 11:30-1:00 p.m.	
6-9 p.m. Exam Study Group	1:00-4:00 p.m. Human Resource Management (cont.) <ul style="list-style-type: none"> Evaluate their benefit programs based on research data showing what today’s workforce sees as desirable, necessary benefits. Discuss and be able to formulate a strategy to resolve HR’s most critical issue-how to best support management AND serve employees, especially when their needs & expectations suffer. 4:00-4:30 p.m. Project Orientation	1:00-4:30 p.m. Serving Members of Modest Means <ul style="list-style-type: none"> Understand how serving low-wealth and modest income working families provides a viable business opportunity for credit unions of all sizes 	1:00-4:30 p.m. Risk Management <ul style="list-style-type: none"> Focus on major risks (internal and external fraud, forgery, scams, violence in the workplace, bomb threats, extortion, disasters, etc.) as well as risks created by new services such as ATMs, wire transfers, plastic cards, safe deposit boxes, and other “speculative” adventures. Test the knowledge and use of risk management principles and methods to control losses in a variety of risk areas 	1:00-4:30 p.m. ACE Exams	<i>Have a Safe trip home!</i> <i>See you next year!</i>
	Expo Night – CUNA Campus	1 st Year Event	Exam Study Groups	Commencement & Reception	