



**INDIANA
BANKERS
ASSOCIATION**

Indiana Bankers Association

Human Resources Officer Forum

An Investment in Your Bank's Future!

This Human Resources Director Forum will provide a platform and opportunity for Human Resources Directors to exchange ideas freely, dissect problems, and discuss important issues with peers. You do not want to miss this opportunity!

Peer-to-peer sessions have proven very successful for IBA membership focus groups such as the CFO Forums, Senior Lender Forums, IT & Operations Forums. Based on feedback from the membership, this new Human Resources Director Forum will be no exception.



July 18, 2023 • November 15, 2023 • March 12, 2024

Benefits of the Forum...

- Develop professionally and improve your effectiveness as a Human Resources Director in the banking sector
- Discuss current industry trends and challenges experienced by other HR professionals
- Review a wide-range of developments that affect bank hiring: strategies, tactics and results
- Identify and discuss ways to “do more with less” given budget and staff pressures
- Obtain access to highly respected industry experts
- Move the Human Resources function to a strategic and proactive business partner
- Discuss with peers what works and what doesn't

Possible Forum Topics

- Talent Acquisition, from job birth to retirement
- Compensation & Benefits
- Employee Relations & Discipline
- Employee Handbooks
- Social Media Proc & Cons
- HR Automation & Technology
- Employee Development
- Management Development
- HR Development, including Certification Pros & Cons

How the Forum Works...

The Human Resources Director Forum will meet three times annually at the Indiana Bankers Association headquarters with your facilitator for this forum, Dorothy Douglass. The agenda for each session will flow based on feedback from participants in the forum group. As necessary, subject matter experts will be brought in to cover specific issues and topics based on responses from the forum members.

- People Analytics
- HR Regulatory Alphabet Soup: FMLA, ADAAA, FCRA, et al
- Diversity, Equity, and Inclusion
- Rewards & Recognition
- Wellness
- Bank Culture
- And much more!



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Presenter: Dorothy Dougless

Dorothy Douglass was most recently the VP of Human Resources & Training for MutualBank, a \$2 billion Indiana commercial bank, until her bank was absorbed by a \$10 billion regional bank in April, 2020. There's nothing like preparing for a merger during a pandemic! Dorothy spent more than 19 years in the financial services industry, and prior to that worked in health care and small business.

Dorothy has held senior certifications in Human Resources through SHRM and HRCI. She has published HR- and banking-related articles in national, regional, and local magazines and newspapers. She has been a speaker, and served on speaking panels for the IBA, ECIHRA, and Chamber organizations.

A strong advocate for serving one's community, Dorothy has been an active Board member for the United Way of Delaware, Henry, and Randolph counties. She volunteers for Habitat for Humanity, and has thus far, lost no fingers while building.



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Registration Fee for All Three Sessions:

The following fees include the program materials, continental breakfast, lunch and refreshments.

Participants can choose to attend In-Person or Online.

\$999 per IBA member

Participation in this IBA Forum is limited to IBA member financial institutions, and nonmembers financial institutions from an eligible membership category at applicable member or non-member rates.

Please return this forum to: IBA Center for Professional Development, 8425 Woodfield Crossing Blvd, Suite 155E, Indianapolis, IN 46240

Name _____ E-mail Address _____

Bank _____

Address _____

City/State/Zip _____

Phone _____ Cell _____

Confirmation / Cancellation Policy

Due to our commitments, the price is inclusive of all three sessions. A full refund for the 3-session forum will be given for cancellations received prior to the first session. Any registrant who does not cancel before the first session will be billed the full registration fee and sent the materials. Substitutions are welcome at no additional charge.

Agenda

8:30 a.m. Registration

9:00 a.m. Program Begins

Noon Lunch

3:00 p.m. Program Adjourns

For More Information

Laurie Rees, Vice President - Education & Training

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