

HR Webinar Series

2024 via WEBINAR

INSTRUCTOR

Terilyn Wallis

WEBINAR PROGRAM SERIES

1–3 p.m.

REGISTRATION

Cost: 1½ Skill Builder credits/person for the 3 listed webinars

Register online at:

http://www.weca.coop/calendar_list.asp

REGISTRATION DEADLINE

At least 2 days before each webinar

FOR MORE INFORMATION

Contact Wendy Fassbind at
(608) 467-4589 or wendy@weca.coop

Please note that the webinars will be recorded and available to those who registered.

Looking to elevate the HR function at your cooperative and adapt to the changing needs of the workforce? This NEW Series will discuss and support practical methods and concepts for experienced and new HR professionals. This series will support the HR function of the cooperative by: determining your HR philosophies, having effective policies and procedures, and using data to make decisions. Most importantly, the combination of these topics will support an engaged, people-centered culture that people enjoy working in, are productive and effective in, and support the execution of our mission in our communities.

2024 HR WEBINAR SERIES

(all webinars will be held 1–3 p.m.)

***May 22** ~ HR Plan Development (part of HR Professionals Workshop)

***May 22** ~ Employee Surveying (part of HR Professionals Workshop)

August 15 ~ Compensation Plans

October 22 ~ Performance Management

December 10 ~ Training & Development Plans

**The May 22 HR Plan Development and Employee Surveying sessions will be held in person and are the kick-off topics for our new HR Webinar Series. These two sessions are not included in the HR webinar series registration cost.*

Topic descriptions are continued on next page.

Thank you to our program sponsors!



**National Rural Utilities
Cooperative Finance Corporation**
Created and Owned by America's Electric Cooperative Network



6405 Century Avenue, Suite 102
Middleton, WI 53562-2200
Phone: (608) 467-4589
Fax: (608) 467-4651
www.weca.coop

May 22, 2024*

HR Plan Development

Learning objectives:

- Understanding the importance of defining risk and risk tolerance for your organization
- Conducting a self-audit of your HR Systems

May 22, 2024*

Employee Surveying

Learning objectives:

- The importance of knowing what your organization is willing to do with a survey
- The pros and cons of surveys, focus groups, interviews, and skip-level discussions
- Writing your own versus using survey resources
- Structuring your follow-up so people know you used their input

August 15, 2024 *webinar*

Compensation Plans

Learning objectives:

- Defining a compensation philosophy.
- Understanding the cost/benefit of different forms of compensation.
- Calculating and communicating the true compensation value—not just hourly rate.
- Understanding the pros and cons to connecting compensation to performance.
- Budget planning for annual compensation needs.
- Determining how much compensation-related information to share and where.

October 22, 2024 *webinar*

Performance Management

Learning objectives:

- Developing a process that people will be willing to adopt.
- Aligning individual goals to department goals to corporate goals.
- Setting expectations for behaviors.
- Creating effective performance evaluation processes that are easy to use and administer.
- Understanding the benefits of formal and informal performance measures and the impact on culture.
- Reducing Performance Improvement Plans by increasing discussions about performance.

December 12, 2024 *webinar*

Training & Development Plans

Learning objectives:

- Analyzing department or organization-wide training needs through analysis.
- Prioritizing practice-focused development over theory-focused development.
- Designing effective orientation processes that welcome new employees.
- Planning and executing cross-training initiatives.
- Tracking and monitoring training and development plans.