

## Our Expertise

Productivity and efficiency are critical issues for today's community bank. You must not only determine the proper staffing level, but also ensure that personnel are properly deployed to achieve maximum productivity and efficiency.

## Strategic Planning

Strategic planning provides an opportunity for directors and management to evaluate the current landscape, review possible scenarios, and assess future challenges and opportunities.

Building the Vision:

- Setting overall direction
- Competitive analysis
- Growth plans
- Tactical items to assure success

## Organizational Planning

Another aspect of our site review is to identify areas for growth and re-organizational opportunities to help maximize your existing core team.

Building the Foundation:

- Organizational structure
- Human Resources development

## Human Resources

How are your measurable standards for annual personnel reviews? Let's look at how to strengthen your team and help build a stronger culture.

Human Resources:

- Job descriptions
- Accountability/work plans
- Incentives
- Tracking
- Training

## Productivity

Does your team have a clear idea of how to measure growth? We will look at how plans for future growth can be met.

Productivity Measures:

- Productivity and efficiency models
- Budget models
- Asset/liability models

## Workflow Efficiency

Another aspect of our site assessments will look at current workflow conditions, and identify ways to help fully utilize technology and streamline areas of redundancy.

Workflow:

- Centralization
- Standard Procedures
- Elimination of manual tasks
- Full utilization of technology

## Operations, Procedures and Controls

An operations assessment is an in-depth look at your bank's operations and will analyze the effectiveness of several areas of operations performance. It will provide a "new look" at your overall bank operations.

The assessment consists of:

- A review of the organization, functions performed, and job descriptions
- On-site review of key operating processes, procedures and workflow
- On-site interviews with a cross section of employees
- Review of current utilization of technology and the need for enhancements