



CU Futures Programme 2020 - 2021



CU Futures Programme

CU Futures is a 10 month intensive development programme for younger professionals in the credit union sector to develop their skills, knowledge and experience in the sector and support their career progression and retention.

After completing this element participants will spend a further 12 months completing a professional qualification and participating in ABCUL's Young Professionals Network.

This is a one of a kind development opportunity for young professionals within our sector to further their skills and experience and progress to the next stage of their careers.



Programme Content (1)

Module	Detail	Time Commitment	Deadline/s
Leading a High Performance Culture and The Personal Blueprint Delivered by The Pacific Institute	A 2-day process that examines the role that culture plays in determining the effectiveness of the organisation. The HPC process makes the inextricable link between our effectiveness as individuals or leaders and the embedding of articulated, desired organisational culture.	3 days with 2 days completed in June 2020 and 1 day in October 2020. NB some self-paced study and reflection is required in-between sessions.	October 2020
Presentation and Media Training Delivered by Liz Barclay	The training session equips staff to deliver impactful and effective presentations to all kinds of audiences gives basic training on how to handle media enquiries and interviews. It builds participants' confidence to present themselves and talk about their credit union to different audiences.	0.5 days completed face-to-face in October 2020 (combined with 1 day of TPI training above)	October 2020
Making a Difference – Team Project Challenge	Participants are placed into teams of two at the start of the programme and tasked with coming up with a new product, service or other idea to address a key sector challenge and presenting it to an expert panel. A winning team is chosen and receives a prize which is usually a visit to another credit union system.	Dependent on contribution and spread over 9 months	March 2021



Programme Content (2)

Module	Detail	Time Commitment	Deadline/s
ABCUL Academy Completed online	Participants receive 12 months access to the ABCUL Academy and are assigned a range of modules to complete during the first part of the programme.	Dependent on existing knowledge and activity.	July and September 2020
CU Exchanges	Participants are tasked with visiting two other credit unions to experience their operation, learn about their similarities and differences and report back on what they've learned.	Up to 1 day per visit	December 2020 and February 2021
Networking and Engagement	Participants are required to attend one Forum event in the relevant region and in addition will be funded to attend the following: <ul style="list-style-type: none"> - APPG on Credit Unions - ABCUL Young Professionals Network - Other relevant events (confirm with Programme Manager in advance) 	Dependent on contribution	February 2021
Governance	Participants attend a Board meeting at their credit union to understand more about how credit unions are governed and how boards and management work together and interact and report back on their experience.	0.5 days (assumes 2 hour board meeting and 1.5 hours writing report)	August 2020



Programme Content (3)

Module	Detail	Time Commitment	Deadline/s
The Credit Union Sector	Participants will learn more about the wider sector and how they fit into a national and global movement as well as the role of the trade bodies around the world.	0.5 days (delivered as part of the programme launch event)	May 2020
Credit Union Finance	Participants will learn about credit union finances including using PEARLS ratios and then complete an assessment of their credit union's financial performance using this knowledge.	Dependent on existing knowledge – c.1.5 days	November 2020
Meet the ABCUL Board	A formal and informal opportunity to meet the ABCUL Board, ask them questions and provide feedback and input directly.	Takes place as part of the programme event in June.	June 2020
Certificate in Credit Union Principles and Practice	This qualification is a professional development route that considers the financial services environment from the perspective of credit unions. (SQF Level 6 / EQF Level 4)	12 months to complete – total time dependent on individual	March 2022
ABCUL Young Professionals Network	All CU Futures are strongly encouraged to participate in the Network as part of their ongoing professional development. One graduate will be chosen to sit on the Steering Committee each year.	Dependent on contribution	Ongoing



Programme Planner

May 2020 **June 2020** **July 2020** **August 2020** **September 2020** **October 2020**

Programme Launch – **19th May, online.**
Overview of Credit Union Sector delivered and teams assigned for the *Team Project Challenge*.

26th and 27th June, Manchester*
Leading a High Performance Culture and The Personal Blueprint and *Meet the ABCUL Board*

Self-paced work on *ABCUL Academy, CU Finance, Team Project Challenge and Governance* modules.
1st Programme deadline for ½ *ABCUL Academy* modules

Self-paced work on *ABCUL Academy, CU Finance and Team Project Challenge* modules.
2nd Programme deadline for *Governance* module.

Self-paced work on *CU Finance* and *Team Project Challenge* modules.
3rd Programme deadline for ½ *ABCUL Academy* modules.

London (dates tbc)
2 day face to face *Leading a High Performance Culture and The Personal Blueprint* and *Presentation and Media Skills Training*

November 2020 **December 2020** **January 2021** **February 2021** **March 2021** **March 2022**

4th Programme deadline for *CU Finance* module

5th Programme deadline for *Credit Union Exchange (1)*

Self-paced work on *Team Project Challenge*

6th Programme deadline for *Credit Union Exchange (2)*
7th Programme deadline for submission of written proposal for *Team Project Challenge*

12th and 13th March, Manchester
Presentations of *Team Project Challenge* to expert panel and graduation at the ABCUL Annual Conference and AGM 2021

Deadline for completion of *Certificate in Credit Union Principles and Practice*



Your Commitment

CU Futures us a big commitment. Over the course of the Programme you will be tasked with a wide range of activities to complete – some face-to-face at the scheduled meetings and others to be managed yourself through online or self-paced arrangement and completion.

You will be responsible for m managing your workload and time to complete the programme with the support of your sponsor credit union.

The credit union is making a substantial contribution towards the Programme in covering the cost of your time when you are attending meetings and activities and it will be able to impose a claw-back policy to recover all or some of the cost of the Programme if you leave the organisation within two years of completing CU Futures. This would be at the discretion of the credit union.



Your Sponsor Credit Union's Commitment

In sponsoring a CU Futures participant you are agreeing to support them throughout the 10 month Programme which equates to approximately three days per month – two within their usual working hours, for which you will need to cover their salary as usual and one in their own time.

There are set dates for them to attend events (please see Programme calendar) but they will need to complete two exchanges with other credit unions, attend a Forum event and take advantage of other networking and engagement opportunities that arise during the period of the Programme. It is the participant's responsibility to manage their time around their job role but your support and flexibility when attending events in working hours and completing activities involving credit union resources will be appreciated. We will provide you with a quarterly update on their progress and completion of the modules required to complete the Programme.

One of the modules involves attending a Board meeting and reporting on governance so you will need to invite them to relevant Board meetings and support them with completion of that element. The aim of the Programme is to support and develop future leaders, the support of current leaders will be vital to the success of the programme.



Making a Difference - Team Project Challenge

You will be split into teams of two and tasked with coming up with an idea – product, service, initiative, proposal – to support the achievement of ABCUL’s 2025 Vision for the credit union sector.

Working collaboratively is an important part of any job and even more so in the credit union sector where co-operation with other credit unions is common and crucial to the development of the sector.

The Vision 2025 document will be supplied to you and you will also hear about it firsthand from ABCUL’s Chief Executive Robert Kelly as part of the first meeting in May. After that, it is up to you to work on a proposal and prepare a presentation which will be delivered to a panel of experts during the ABCUL Annual Conference weekend in March 2021.

Each team will be allocated a mentor from the ABCUL staff team, who will support you through the project and be a trusted advisor who you can test your ideas out with, ask for direction if needed and provide general support throughout the process.

The expert panel select one team as the overall winner of the challenge and the winning team receives a prize which is usually a visit to another credit union system. Past prizes included visits to Ireland, Poland and the US.



The sponsor credit union's commitment

In sponsoring your CU Futures participant you are agreeing to support them throughout the 10 month programme. The programme equates to approximately three days per month – two within their usual working hours, for which you will need to cover their salary as usual and one in their own time.

There are set dates for them to attend events but they will need to complete two exchanges with other credit unions and attend regional Forum events. It is the participant's responsibility to manage their time around their job role but your support and flexibility when attending events in working hours and completing activities involving credit union resources will be appreciated.

We will provide you with a quarterly update on their progress and completion of the modules required to complete the programme.

There is a requirement to engage with the governance of your credit union (including attending a Board meeting) and reporting on your credit union's financial position both of which will require your support. The aim of the programme is to support and develop younger leaders and your support will be vital to the success of the programme.



Roles and responsibilities

You

- You are responsible for managing your time and workload around your job and other commitments.
- You are required to attend all of the events and activities and complete all the modules of the programme by the stated deadlines to ensure you are able to graduate at the ABCUL Annual Conference 2021.
- You must notify the Programme Manager and your sponsor in writing if you are unable to attend events.
- All expenses will be reimbursed and accommodation and meals will be provided for all meetings – it is your responsibility to book any travel required to the programme.
- You must submit your expense reports each month including all receipts.
- You must submit your contribution of £750 (either fundraised or donated) to the Foundation by the end of February 2021.

Your sponsor

- Your sponsor is required to support you through this programme and be flexible in allowing you to attend events related to the programme and provide you with the relevant information required to complete the modules, including policies, governance information and access to your credit union Board.

Programme Manager

- It is the Programme Manager's responsibility to organise all resources related to the programme including programme meetings, as well as communications and updates to all participants and their credit unions. The Programme Manager is your first point of contact for any queries or enquiries related to the programme for both participants and sponsors.
- The Programme Manager will share a quarterly update with participants and sponsors to update on your progress.

ABCUL

- ABCUL will be responsible for the management of the programme including working with participants, administration, communications, IT support, monitoring and reporting. Engaging with and reporting to all relevant sponsors and stakeholders.
- ABCUL is responsible for all costs related to the delivery of the programme. Including booking accommodation where required and providing resources related to the delivery of the programme.