



Rhonemus Group Speaking Topics

1. Career Management for the Post COVID Generation from your COUCH!!

Audience: Professionals early in their career.

COVID will not last forever, however the impact on young professionals, and candidates in general will be great. As remote work has taken on new meaning for so many in the Banking industry, we need to be sure to create ways to increase your brand presence with your team, and your direct manager. We revised one of our most popular presentations to focus on how to management your career from your COUCH!!!

Are you where you planned to be in your calling at this stage in your career? Is your career going in the “right” direction? Our presentation will focus career management to help guide the next generation of employees as it relates to 10-year out career goals, resume management and centers of influence types you should have built in your social network. We will discuss realistic and unrealistic situations to set right expectations and steps to take to be on the best career track such as the benefits of a mentor, and the best utilization of social media and technology as it relates to candidates’ career direction. We will also discuss skills such as language abilities that can enhance a career path.

2. Leveraging Social Media to Enhance Your Career

Audience: Professionals in the banking industry

We explore how banking professionals can harness the power of social media to bolster their careers. We begin by examining important regional employment statistics, offering valuable insights into current job market trends. We delve into career guidance and evaluation strategies to help individuals align their aspirations with industry demands. Additionally, we provide expert guidance on crafting impactful resumes and preparing for interviews. Furthermore, we shed light on the diverse applications of social media platforms and discuss how professionals can leverage these platforms to enhance their personal brand, expand their networks, and tap into job opportunities. We explore the role of AI in today’s ever-changing economy, showcasing how it can streamline the process and lead to career growth in the dynamic world of banking.

3. Social Media – A Major Influence in Attracting Tomorrow’s Talent

Audience: This topic appeals to a variety of audiences - HR, C-Level & Executive.

The COVID has pushed the importance of your online presence to be very critical. Are you positioned to cut through the noise created by everyone being online now? Today’s heavy use of social media is strongly affecting the world of recruiting as there is an enormous focus that rests on social networking sites – gone are the days of specialized job boards. Our presentation will help Human Resource teams prepare for the post COVID candidate marketplace and attract

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passive candidates and Millennials. Our presentation will touch on being a social media brand ambassador that includes tips on the use of all major social media networks – LinkedIn, Twitter, and Facebook. We will teach HR teams ways to receive referrals and most importantly, create relationships that in turn will find passive candidates.

4. AI in HR— Transforming Talent Management

Audience: HR, executive management, senior level decision makers.

This presentation is designed to empower HR professionals with the knowledge and tools to harness the potential of Artificial Intelligence (AI) in talent management. We explore the various ways AI can optimize and streamline HR processes, including candidate sourcing, screening, and selection, leading to more efficient and effective hiring decisions. Additionally, we delve into the use of AI-driven analytics for identifying skill gaps, predicting workforce trends, and creating data-driven strategies for employee development and retention. We discuss how AI-powered chatbots and virtual assistants can enhance employee engagement and support, ultimately fostering a positive workplace culture. We address potential challenges and ethical considerations in adopting AI in HR, providing a comprehensive overview to help HR professionals navigate the transformative power of AI with confidence and success.

5. Outplacements – A 360 View

Audience: HR, executive management, senior level decision makers.

With the ongoing changes in the economy, perhaps some companies have the difficult thought of a merger or acquisition. To preserve and protect this movement's velocity, it is imperative that senior management has this delicate conversation with board members and executive management team, early and often. Our presentation will focus on content of these tough discussions regarding potential job loss, compensation, retention, and bonuses. We will also center on talent assessment in event of a merger & acquisition and evaluating mission crucial staff so that the value of the M&A is not eroded. We will discuss various outplacement services such as career guidance, career evaluation, resume writing, psychological testing, interview preparation, developing networks, job search skills and targeting the job market.

6. The Importance of Behavioral – Based Interviewing

Audience: This topic appeals to a variety of audiences - HR, C-Level & Executive.

Due to recent market trends, we know that use of the proper interviewing techniques will help you make solid hiring decisions. In order to hire the right people for your organization, the hiring manager needs to know the right tools to use. Our presentation will discuss the predictive skills and behaviors that employers must evaluate through behavioral-based interviewing.

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7. *Candidate Seduction: An Integral Part of the Hiring Process*

Audience: Also appeals to a variety of audiences - HR, C-Level & Executive.

Top talent is defined as the Top 10% in any given specialty. To attract and hire these people they must be seduced. Getting the candidate from the alter to acceptance and on board with your organization sometimes is easy, and sometimes it is a big challenge. A lot of energy and resources are put into hiring the precise talent at the right time to your organization. Our presentation will focus on key timing methods and how to fully understand your candidate's needs to help get the right candidate on board. We will go over the key concerns involved with counteroffers, falloffs, turndowns, and compensation. We will provide real life examples and solutions to these tough issues.

8. *Succession Planning – Do you have a plan?*

Audience: C-Level & Executive, senior level decision makers.

Succession planning is an organization's dynamic ability to look at the future and prepare tomorrow's talent-today. Most experts agree that having a successful transition when the time comes, starts with a well developed and tested plan in place. Our presentation will emphasize the importance of succession planning, show the steps in creating such a plan, provide examples of successes in companies that have succession plans in place, and how those companies have a competitive advantage over others. The benefits of thoughtful succession go beyond finding replacements for departing management. It reduces the likelihood of crisis if a key employee leaves and keeps the mission of the company on track. Perhaps just as importantly, it forces accountability and talent assessment at least once or twice a year.

9. *How to Recruit the Best Front-Line Employees.*

Audience: Retail Leadership, CEO, Human Resources.

Branch profitability remains a critical component to a successful retail banking platform. Hiring, recruiting, and retaining customer centric sales professionals is critical to meeting or exceeding branch sales goals in today's ultra-competitive battle for product penetration. This informative session lead by our in-house expert on recruiting in the Retail Banking space will prepare you and your team with an executable recruiting plan on how to find and attract these future bank superstars.



10. Retention Strategies

Audience: Retail, Executive, HR Leadership.

Retention strategies are mission critical to your overall Talent Management strategy. This is a hand-picked panel of local executives highlighting their strategies on how to retain their most valuable asset-people! Our session is interactive, designed to spur audience participation. This session is packed with current and emerging talent trends impacting our industry.

Contact Information for Follow-up:

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