

SESSION

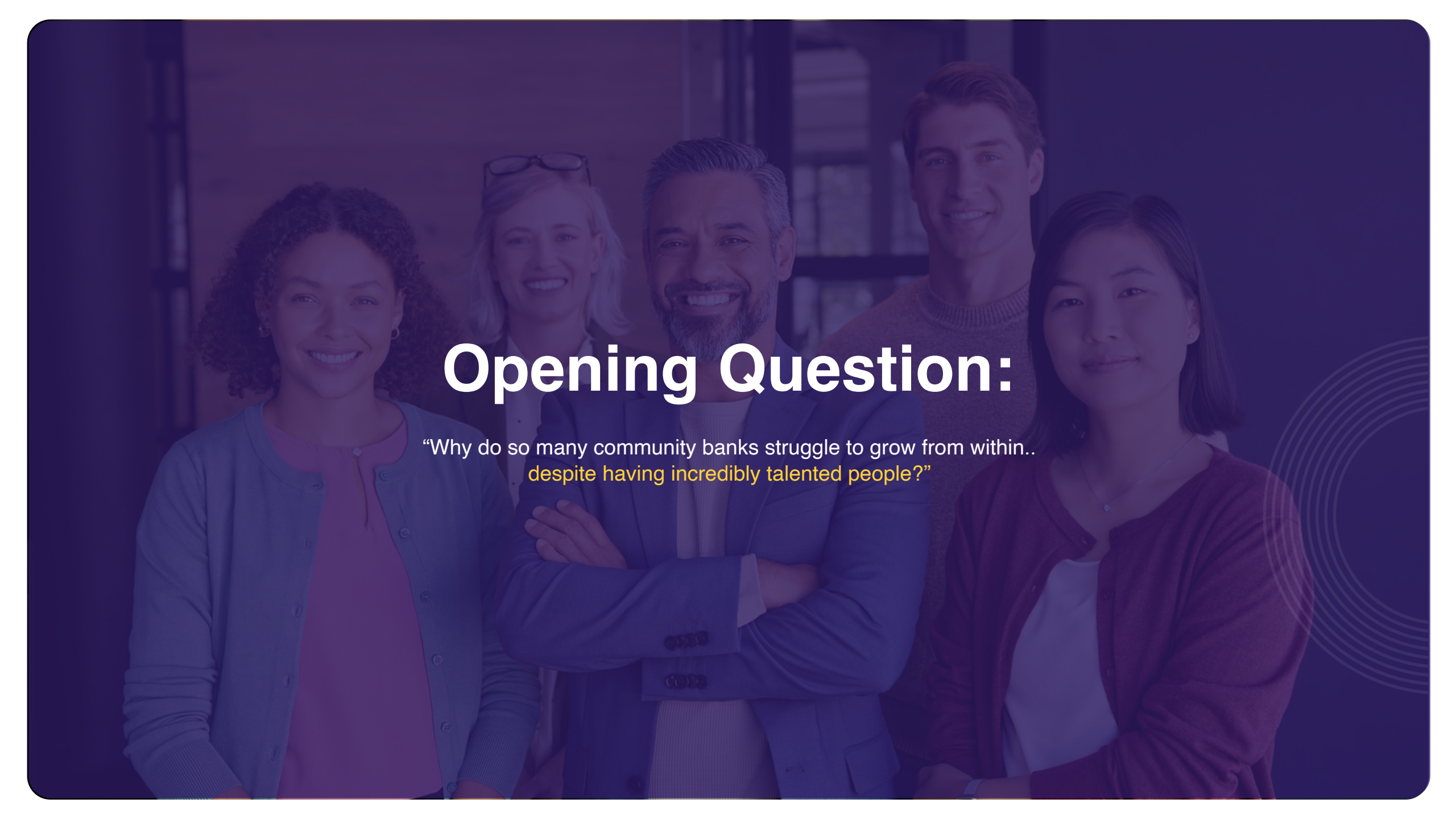
Overcoming Your Bank's Biggest Workforce Challenges



Vanessa Bloomfield

Host / **LemonadeLXP**





Opening Question:

“Why do so many community banks struggle to grow from within..
despite having incredibly talented people?”

Caught in a Cycle

Community banks don't have a talent problem — they have a system where the people responsible for developing talent are asked to do more with less time than ever.



Knowledge Retires First

Experienced employees walk out the door — and everything they know walks with them.



No Time for Tomorrow

HR and Learning are so busy keeping up with today's priorities, there's no bandwidth to prepare for what's next.



Answering, Not Coaching

Managers spend their day fielding questions instead of building the next generation of leaders.



"When We Have More Time"

Leadership development, career pathways, succession planning — permanently pushed to later.



VB



Vanessa Bloomfield

Community Banking Advisor · **LemonadeLXP**

MEET YOUR HOST

I still see the world through an HR lens.

Before joining LemonadeLXP, I spent my career in the disciplines that build a workforce from the inside out:

Human Resources

Learning & Development

Organizational Development

Change Management

Talent Acquisition

HR Advisory

Today, I work with community banks and credit unions across North America.

Helping them navigate the workforce challenges that keep repeating:

Knowledge Transfer

AI Adoption

Employee Development

Future-Ready Workforce

Two Conversations. One Challenge.

CEOs & Executive Teams

THEY TELL ME...

"We need stronger customer conversations."

"We need future leaders."

"We need to retain great employees."

FOCUS: Growth · CX · Vision

HR, L&D & Trainers

THEY TELL ME...

"We can't keep up with what's changing."

"We're one person doing the work of five."

"We need to turn vision into reality."

FOCUS: Enablement · Execution · Delivery

The Bridge is The Workforce.

EXECUTIVES SAY

"We need to grow the business."



BOTH ARE SAYING

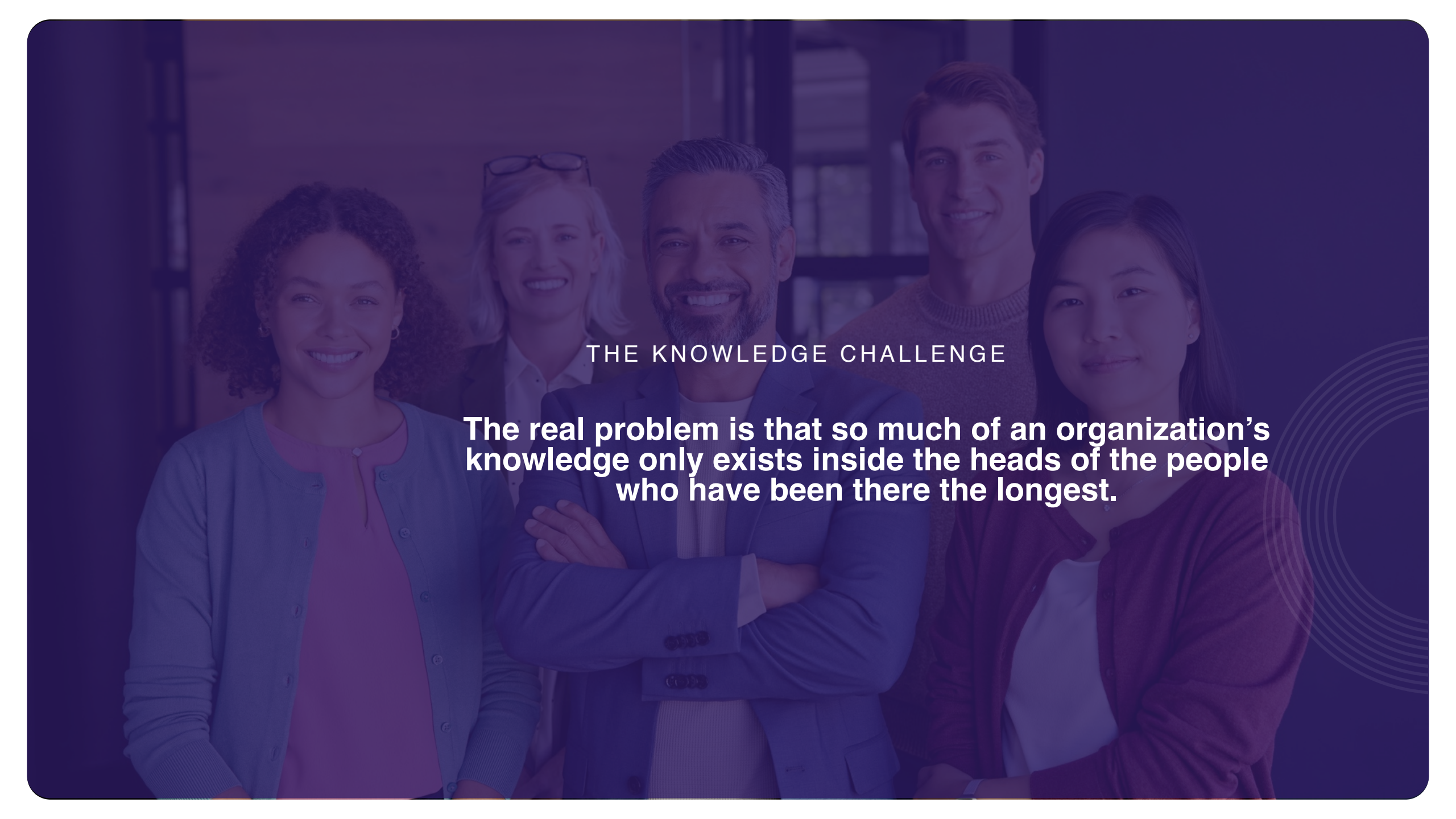
We need our people
to be ready for what's next.



HR/L&D SAYS

"We need time to develop people."

Growth strategies only reach the customer through people who are **trained, confident, and ready.**



THE KNOWLEDGE CHALLENGE

The real problem is that so much of an organization's knowledge only exists inside the heads of the people who have been there the longest.

AI Will Change Every Banking Job

AI isn't replacing people, it's allowing people to focus on what humans do best.





Employee Confidence Is The New **Competitive Advantage**

Confidence transforms conversations leading to meaningful human experiences.

CAREER DEVELOPMENT

Is Becoming The Best Retention Strategy

“What’s next for me?”

“How can I grow?”

“What skills do I need to
move into leadership?”

“Can I build a long-term career
here?”



THE REAL OPPORTUNITY:

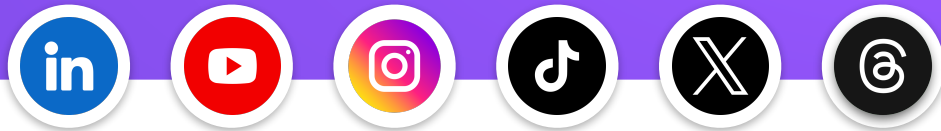
Building a workforce that's prepared for whatever comes next.

- ✓ **Capture institutional knowledge** before it's lost
- ✓ **Use AI to support your people**, not replace them
- ✓ **Build Employee confidence**, not just training completion
- ✓ **Invest in career growth** and create a true learning culture



Let's break the cycle — together.

www.lemonadelxp.com



Want to keep the conversation going?

Reach out to Vanessa: vanessa@lemonadelxp.com · linkedin.com/in/vanessa-bloomfield

