

"Credit unions: A cheaper, under-the-radar mortgage option" -The Globe and Mail

- Can compete with larger banks in mortgage funding due to their popularity and access to millions in cheap deposits

Voted one of *Canada's Top 100 Employers that make their workplaces exceptional* in the 2015 Edition by *The Globe and Mail*

- Known for providing its 2,025 employees with a bonus week of paid vacation on their 10th anniversary which will increase every 5 years

Voted one of the "Top family-friendly employers that help workers juggle careers and home life" in the 2015 Edition by the Globe and Mail

- Considered a "Living Wage Employer" -The Globe and Mail

Created a report called "White Lies on Black Friday" which warns shoppers about being financially savvy when purchasing goods on "sale"

- Also appears on CBC radio to discuss the matter

Thank you for being a client!



How does Vancity provide a high quality of work life?
TheCaseSolutions.com

Vancouver City Savings Credit Union: Working Dads (A)

TheCaseSolutions.com #the Good Money talks

Vancity It's not how.

Background information like: common share

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Vancity's Vision like: common share

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Key Client Issues like: common share

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Democratization of Good Leadership like: common share

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Extrinsic and Intrinsic Rewards like: common share

Extrinsic Rewards: Rewards that are tangible.
Examples: A medal, a certificate, money, etc.

Intrinsic Rewards: Rewards that are intangible.
Examples: Recognition, a sense of achievement, etc.

TheCaseSolutions.com

Activity like: common share

As Vancity becomes more successful, it is only fitting that we open a few more branches.

We're looking for new ideas for improving our company!

It is YOUR job to propose a list of new ways we can run Vancity and improve the company.

- Rewards • Ways to empower and motivate employees
- Policies • Ways to improve QWL

Vancity VS **NATIONAL BANK**

- On Maclean's magazine's list of Canada's Top Employers
- Management visits branch offices to host meetings with employees
- Provides rewards, benefits, motivational programs, etc
- Offers freedom to make policies, procedures, and to decide work dynamics
- Focuses on employees, the community and members

- On Maclean's magazine's list of Canada's Top Employers for 10 years
- Hosts live chats for employees to communicate with management
- Provides insurance and pension benefits
- Offers flexible work arrangements
- Provides e-learning and in house or external training
- Focuses on their clients, the quality of services, the environment, etc.

How does Vancity provide a high quality of work life?
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TheCaseSolutions.com

| Credit Unions | Banks |
|--|--|
| <ul style="list-style-type: none"> • Not all go to branches • Are part of smaller networks • Have less • More people to take care of you • More concerned with their members • More community oriented | <ul style="list-style-type: none"> • More go to branches • Larger networks • More people to take care of you • More concerned with their shareholders • More community oriented |

Can Vancity continue to be a great workplace?

Vancouver City Savings Credit Union: Working Dads (A)

TheCaseSolutions.com



Background Information

- A Vancouver based company established in 1946
- Formally known as the Vancouver City Savings Credit Union
- Provides personal and business financial services for Vancouver and Victoria
- Member owned financial institution

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Vancity's Vision

- Redefines wealth

Extrinsic and Intrinsic Rewards

like comment share

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Vancity's Vision



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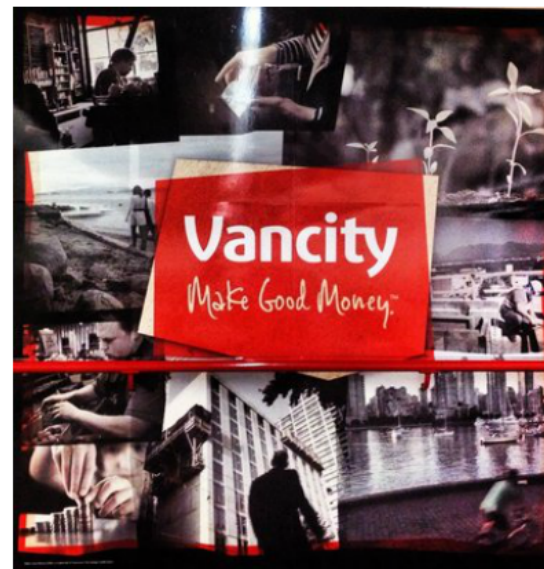
Vancity's Vision



- Redefines wealth
- Transforms the organizations' purpose
- Believes in human capitalism
- Aspires to create a positive community and member impact through all aspects of their operations

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Photos TheCaseSolutions.com



Key Questions



How does Vancity provide a high quality of work life?

Can Vancity continue to be a great workplace?

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Photos

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Question #1



How does Vancity
provide a high quality
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Activity

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Extrinsic and Intrinsic Rewards

Extrinsic

- Benefits/ Benefits programs
- Tuition reimbursement
- Reduced rates on mortgages, loans, etc
- Annual bonuses

Intrinsic

- Respect, responsibility, and support
- Freedom in making decisions
- Freedom in selecting the right work dynamics
- Celebrations to recognize employees' achievements
- Visits by management