

FEBRUARY 7TH,

NOARK News



Meet Cindy Kolb:

YOUR GUIDE TO ETHICAL HR PRACTICES



Photo:
Cindy Kolb

FEBRUARY MEMBERSHIP MEETING

8 FEBRUARY 2024
11:30 AM - 1:00 PM

Cindy Kolb, a distinguished attorney at Rose Law Firm in Little Rock, brings over 27 years of expertise to the table. Specializing in employment law and insurance defense litigation, Cindy is not only a legal powerhouse but also a sought-after speaker on HR-related topics statewide.

With a track record of leadership, Cindy has chaired bar association meetings, led conferences, and served as president of the Central Arkansas Human Resources Association (CAHRA) in 2021. Her commitment to ethical practices shines through in every aspect of her work.

In her upcoming session, Cindy will address the ethical dilemmas HR professionals face daily. From conducting ethical investigations to enforcing company policies and stressing the importance of documentation, Cindy's insights will equip attendees with practical strategies for navigating ethical challenges in HR.

Join Cindy Kolb as she guides you through the nuances of ethical HR practices, helping you develop the skills needed to uphold integrity and fairness in your workplace.



Learning Objectives:

1. How to perform an ethical investigation.
2. How to ethically enforce company policies.
3. Review the ethics and importance of documentation.



Newsletter Highlights



February Membership Meeting

Sip & Share

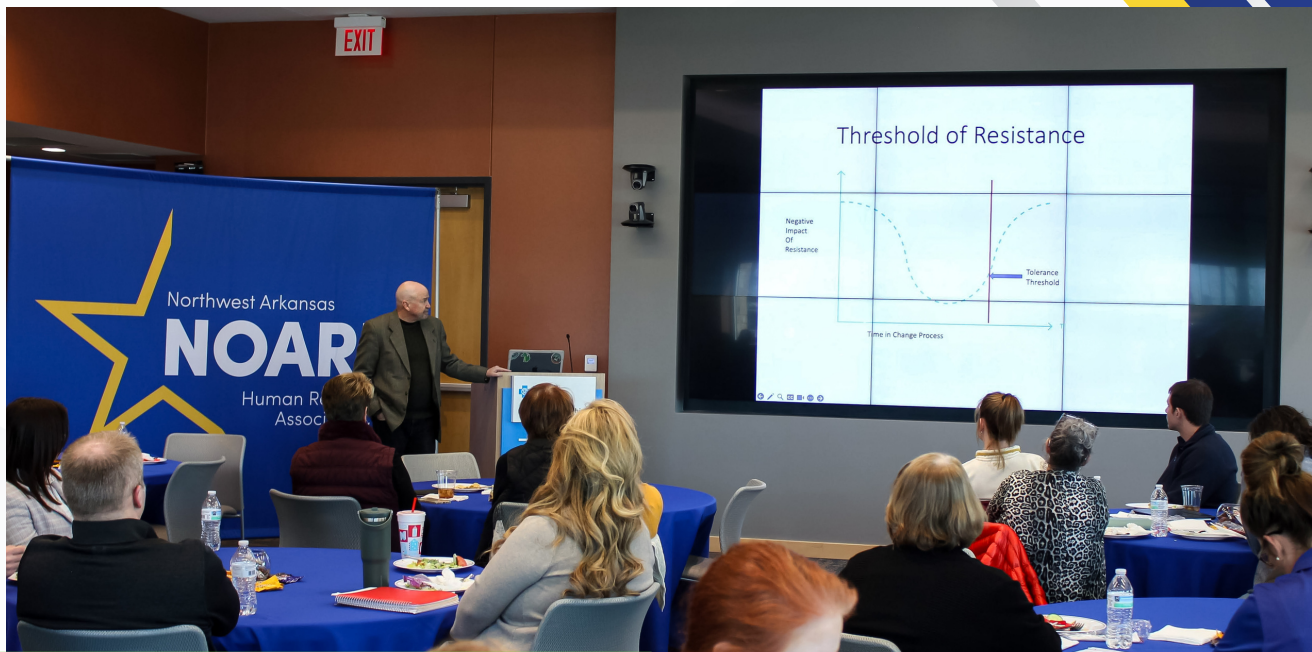
Club 24

Inclusion, Equity & Diversity Update

SkillsLab

Save the date! Wellness Workshop

Finding Focus



JANUARY MEETING RECAP

By Dustin Bro



Last week, we had the privilege of hosting Dr. Jim Maddox, a distinguished Change Strategist and Teaching Assistant Professor at the University of Arkansas. Dr. Maddox's expertise in facilitating transformational change left a lasting impact on all who attended.

With a rich background in industrial and organizational psychology, Dr. Maddox shared invaluable insights on navigating change within our organizations. His talk delved into the intricate dynamics of change, emphasizing the importance of embracing resistance as a catalyst for growth rather than a barrier. Throughout the session, attendees had the opportunity to:

- 1. Analyze Resistance:** Dr. Maddox guided us in understanding how to leverage resistance as a powerful force for positive change within our organizations.
- 2. Apply Strategies:** Attendees learned practical strategies for implementing the Change Resistance Paradox Model, equipping them to navigate real-world change efforts with confidence and agility.
- 3. Embrace Authenticity:** Dr. Maddox emphasized the significance of fostering inclusive and authentic approaches to change, highlighting the potential for profound impact when approached with positivity and appreciation.

As we reflect on Dr. Maddox's insightful presentation, we extend sincere gratitude for his contributions to our journey of growth. Let's harness the power of change to propel us toward a brighter future together.

"Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful."

– ALBERT SCHWEITZER



INCLUSION EQUITY & DIVERSITY



By Rachel McAdams Jessen



FEBRUARY HIGHLIGHTS

Black History Month

Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history. President Gerald Ford officially recognized Black History Month in 1976, calling upon the public to “seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout U.S. history. In February 1986, the U.S. Congress designated February as Black History Month, also known as African American History Month, because it holds the birthdays of Frederick Douglass (February 14, 1818) and President Abraham Lincoln (February 12, 1809). Both these men helped to eliminate slavery. Throughout this month, make it a goal to recognize the central role that African Americans played in U.S. history, more especially in your respective communities.

National Girls & Women in Sports Day

Around the country, National Girls & Women in Sports Day is recognized by schools, organizations and teams during the first week of February. Women who participated in sports in school are more likely to graduate from college. Their odds of landing leadership positions are also increased because of their background in athletics. According to several studies, there are proven health, leadership and academic benefits developed in women who participated in sports. On February 4, 1987, President Ronald Reagan declared the first National Women in Sports Day in recognition of the history of women's athletics. It also recognized the progress made by the Title IX amendment passed in 1972.

February 15: Nirvana Day

Nirvana Day is the annual multicultural festival that commemorates the death of the Buddha once he reached Nirvana. You may also hear this festival called Parinirvana. Buddhists will celebrate Nirvana Day by visiting temples or monasteries and meditating. Take some time to practice meditation and reflect if you want to observe this day as well.



February 22: Ash Wednesday

Ash Wednesday is a day of fasting and prayer that kicks off the season of Lent in Christianity. Catholics celebrate Ash Wednesday by heading to mass and having ashes drawn in the shape of a cross upon their forehead. However, not all denominations practice this day the same way. Others may just have a day of reflection or fasting.

February 17: Random Act of Kindness Day

Random Act of Kindness Day is a day dedicated to promoting kindness and goodwill. People are encouraged to spread love, compassion and positivity through small, unexpected acts of kindness. Together, we can make the world a better place, one act of kindness at a time. #SpreadLove #KindnessMatters #MakeADifference

February 20: World Day of Social Justice

Poverty and inequalities within and among countries are on the rise in many parts of the world. The economic and social crises of recent years have been exacerbated by the consequences of the COVID-19 pandemic, natural disasters due to accelerating climate change, geopolitical tensions and armed conflicts. Beyond the human tragedies associated with them and their impact on the world of work, these crises have highlighted the interlinkages and dependencies of economies and societies around the world and shown the crucial need for concerted action to respond to them, at global, regional and national levels. Social justice makes societies and economies function better and reduces poverty, inequalities and social tensions. It plays an important role in attaining more inclusive and sustainable socio-economic development paths.



Podcast Recommendation:

Finding Focus

We spend more and more of our lives staring at screens. Our cellphones, smartwatches and laptops allow us to communicate instantly with people anywhere in the world, and quickly look up obscure facts. But our digital devices are also altering our brains in profound ways. This week, psychologist Gloria Mark explores how our ability to focus is shrinking, and offers ways to protect our minds in a world filled with endless distractions.

HIDDEN BRAIN



PLAY NOW





NOARK INCLUSION INITIATIVE



By Rachel McAdams Jessen

YOUR VOICE COUNTS!

At NOARK, we're committed to walking the talk when it comes to fostering inclusion, equity, and diversity. That's why we're reaching out to our valued members for your input. Your perspectives matter immensely as we strive to enhance our organization's inclusivity.

We're inviting you to take part in a voluntary survey to share your demographic information. Your responses will help us gain valuable insights into the current state of inclusion within NOARK and identify areas for growth and improvement.

This survey aims to uncover two key aspects:

1. How diversity and inclusion are currently represented within NOARK.
2. Your interests and areas of focus within inclusion initiatives.

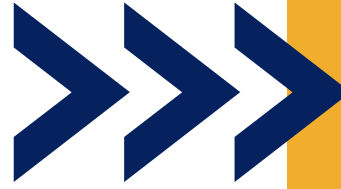
Rest assured, all responses will remain anonymous to ensure confidentiality.

Ready to lend your voice to this important conversation? Take the survey now at '[Inclusion Within NOARK SHRM Survey](#).' Thank you for your participation in advancing our commitment to inclusion within NOARK!"

[CLICK HERE](#)

FEBRUARY 7, 2024

NEW ARRIVAL



EXCITING NEWS FROM CLUB 24!

Join the fun with Club 24's Monthly Drawings! 🌟

🎟 Ticket Options:

- **Single:** \$24
- **Special Deal:** 4 for \$80

📁 Your Ticket Includes:

1. **Entry into Monthly Drawings:** Thanks to BHC, every ticket enters you to win \$100!
2. **More Chances to Win:** Grab our 4-ticket bundle for better odds!
3. **Persistent Opportunities:** Your ticket stays eligible for future drawings!
4. **No Need to Be Present:** Claim your prize hassle-free!



🎉 How to Purchase:



- On-site at our monthly meetings.



📅 Mark Your Calendar:

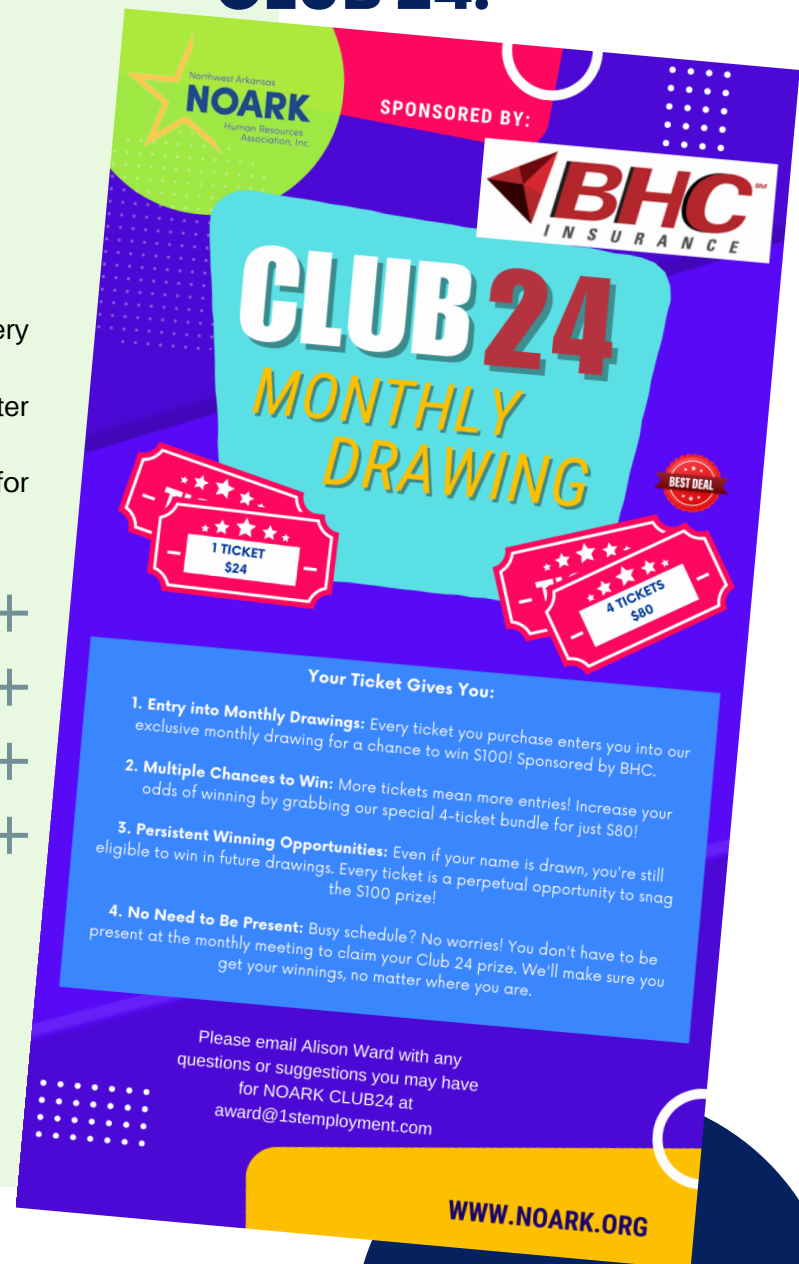


Monthly Drawings: At Every Month's Membership Meeting

Don't miss out! Purchase your tickets and boost your chances of winning! 🏆💰

Thank you, **BHC**, for your generous sponsorship!

Club 24 - Where Every Ticket Holds the Key to Excitement! 🌟



THANK YOU!



FEBRUARY 7, 2024

MINDFUL MOMENTS

By Dustin Bro



Embracing Resilience:

Navigating Change with Mindful Leadership

As we transition into February, let's continue our journey of growth and development with a renewed focus on resilience and adaptability. This month, we're shifting our attention towards embracing change and navigating challenges with mindful leadership practices.

1. Embracing Change Strategically: Change is inevitable, but our response to it is within our control. Instead of viewing change as a disruption, let's see it as an opportunity for growth. As HR professionals, we can lead by example by embracing change strategically, guiding our teams through transitions with clarity and resilience.

2. Cultivating Resilience: Resilience is a crucial trait for success in today's dynamic workplace. Let's encourage our teams to cultivate resilience through mindfulness practices such as meditation, gratitude exercises, and positive affirmations. By building resilience, we equip ourselves and our teams to overcome obstacles and thrive in the face of adversity.

3. Fostering a Culture of Support: In times of change, support from colleagues and leaders can make all the difference. Let's foster a culture of support within our organizations, where team members feel empowered to lean on each other for guidance and encouragement. By nurturing a supportive environment, we strengthen bonds and build resilience collectively.

At NOARK, we believe that mindful leadership is essential for navigating change and fostering a resilient workforce. Let's continue to prioritize well-being, set practical goals, and embrace mindful moments as we navigate the opportunities and challenges that lie ahead.

Here's to a month of resilience, growth, and collective success!

Warm regards,

Dustin Bro

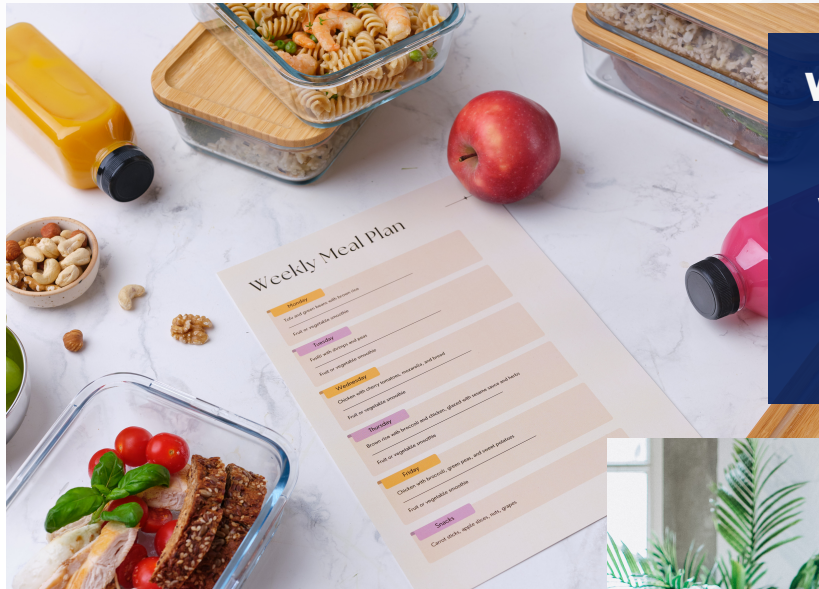
Chapter Administrator



FEBRUARY 7, 2024

SAVE THE DATE!

Wellness WORKSHOP



WHEN? DATE: 3/15/2024
TIME: 10:00 - 3:00

WHERE? ———
FAYETTEVILLE PUBLIC LIBRARY
401 W. MOUNTAIN ST.
FAYETTEVILLE, AR 72701

Topics:

- Sleep
- Nutrition
- Meditation
- General Self Care
- Office/Chair Yoga
- Prevent Burnout
- Set Boundaries
- How to Promote well-being inside organization.



Speakers:

Krista DeBuhr – Krista Debuhr Health & Wellness
Kerrie Lauck – Klauckwork
Amanda Schuster – Gallagher



WWW.NOARK.ORG

ADDITIONAL OPPORTUNITIES

WHAT'S
NEW?




Unlock the future of recruitment at the Elevate Recruiting Summit! Calling all Recruiters, HR Generalists, and Talent Specialists! Join us March 7th in Bentonville, Arkansas, for a one-day event with an exclusive agenda designed to empower you in attracting and retaining top-tier talent. Dive into sessions such as: Thinking Like a Recruiting Firm - Marketing Your Organization - Building Strategic Business Partnerships - Discovering Creative Outlets for Candidates - Mastering LinkedIn for Sourcing Candidates. Don't miss this opportunity to elevate your recruiting game. Secure your spot now and revolutionize your approach to talent acquisition!



www.elevaterecruitingar.com

Get ready for the kickoff of 2024 with the first NOARK HR Sip & Share event! 🎉 Join us for an incredible networking opportunity where you can mingle with fellow HR professionals who share your passion and drive.

Sip, share, and be social with our local HR community! Let's unite to exchange insights, forge valuable connections, and elevate our collective expertise. Your presence can truly make a difference!

Mark your calendars and save the date for this memorable gathering. Here's to collaboration, growth, and making lasting connections!





Sip & Share


SIP, SHARE, AND BE SOCIAL WITH
THE LOCAL HR COMMUNITY!

FEB 13, 2024
7:30 AM - 9:00 AM

Join us for the first
NOARK HR Sip & Share of 2024!
This is a great opportunity to
network with HR Professionals from
NWA.

Perisseia Coffeehouse
1701 US-4125 Suite 10,
Siloam Springs, AR. 72761

WWW.NOARK.ORG



FEBRUARY 7, 2024

EXCITING UPDATES & INFORMATION

Dear NOARK Members,

Greetings! I'm thrilled to share the anticipation for the exciting changes coming to our monthly newsletter. Our aim is to consistently offer valuable insights, resources, and information to assist you in fostering healthier, happier, and more engaged workplaces.

In our pursuit of making the newsletter even more impactful, we're currently implementing a series of updates to enhance your reading experience. These changes include the introduction of sponsors, additional resources, and even more insightful content. We firmly believe that these enhancements will empower you with the knowledge and tools to successfully navigate 2024 and beyond.

While progress is our goal, we also recognize the potential for minor hiccups. If there have been any unintentional omissions or inconveniences in recent editions, please accept our sincere apologies. Rest assured, we are actively addressing these issues and working diligently to ensure they do not recur in the future.

Our commitment to delivering the most relevant and up-to-date information remains steadfast. As we move forward, we encourage you to share your thoughts, ideas, and suggestions to make our newsletter even more beneficial to you and your organization.

We're genuinely excited about the journey ahead and look forward to advancing our mission of helping you create better long-term outcomes for your workforce. Thank you for your understanding and continued support.

Best regards,

Dustin Bro

NOARK Chapter Administrator



NOARK BLOGS:

- **Emerging Professionals Blog**
- **Legislative Blog**
- **Diversity Blog**



McLEAN &
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HR TRENDS REPORT 2024

What HR trends are
making waves in 2024?

**ACCESS THIS
REPORT!**

CLICK HERE



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2023

NOARK WAGE & BENEFITS SURVEY

The NOARK Wage and Benefits Survey compiles valuable reward data from employers throughout Arkansas. The survey includes job descriptions, compensation ranges, health and welfare benefit plans, as well as other reward information.

**NOW
AVAILABLE!**

**Purchase
Here!**

WHY PURCHASE??

- **Compliance**
 - Ensure your organization meets legal and regulatory requirements.
- **Benchmarking**
 - Compare your compensation packages with others in Arkansas.
- **Cost Control**
 - Optimize compensation costs while maintaining competitiveness.

www.noark.org/noark-wage-and-benefits-survey_id63

2023 Pricing

| | |
|----------------------------|-------|
| Member Participant | \$175 |
| 2022 ACA Participants | \$175 |
| Member Non-Participant | \$325 |
| Non-Member Participant | \$325 |
| Non-Member Non-Participant | \$485 |

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