

MARCH 5TH, 2024

NOARK News

Northwest Arkansas

NOARK

Human Resources
Association, Inc.



Wellness Workshop!

JOIN US AT THE 1ST NOARK WELLNESS
WORKSHOP!



MARCH MEMBERSHIP MEETING

15 MARCH 2024
10:00 AM - 3:00 PM

3 CREDITS



Ready to revitalize your health and happiness? Dive into a day of inspiration, education, and transformation at the inaugural NOARK Wellness Workshop! Get ready to discover practical tools, connect with like-minded individuals, and embark on a journey towards holistic wellness.

Mark your calendar for **March 15, 2024**, at the Fayetteville Public Library in Fayetteville, Arkansas. It's a day designed to empower you to thrive in every aspect of your life.



What to Expect:

Engaging Speakers: From renowned wellness experts to seasoned professionals, our lineup of speakers will ignite your passion for well-being.

Interactive Activities: Break the ice, connect with others, and explore new wellness practices through fun and interactive sessions.

Practical Insights: Gain actionable tips and strategies for improving nutrition, managing stress, promoting self-care, and fostering a culture of wellness in your organization.

Don't miss this opportunity to invest in yourself and take meaningful steps towards a healthier, happier life. Whether you're a seasoned wellness enthusiast or just beginning your journey, the 1st NOARK Wellness Workshop welcomes you with open arms.

Ready to embark on this empowering journey? Register now and join us for a day filled with inspiration, connection, and personal growth. Your well-being awaits!



Newsletter Highlights



March Membership Meeting

Sip & Share

Club 24

Inclusion Update



Legislative Update

February Meeting Recap

Happiness 2.0: Cultivating Your Purpose



WELLNESS WORKSHOP INSIGHTS



Photo: Krista DeBuhr

MEET THE SPEAKERS



Meet Krista DeBuhr: Your Wellness Guide for March!

We're thrilled to introduce Krista DeBuhr, a dynamic and engaging speaker who brings a wealth of experience and innovation to the health and wellness industry. As a professional facilitator trained in nutrition, lifestyle, and movement, Krista is dedicated to empowering individuals and organizations to achieve optimal well-being.

🎓 Krista holds degrees from Westminster College and The Institute for Integrative Nutrition, providing her with a solid foundation in holistic health practices. Her journey has led her to found and open five yoga studios across Arkansas, offering communities spaces to nurture their physical and mental wellness.

🌍 But Krista's impact extends far beyond studio walls. She has spearheaded over 40 yoga festivals and wellness retreats both in the United States and internationally, with a special focus on women's wellness and corporate well-being. Her passion for creating transformative experiences has touched the lives of countless individuals, inspiring them to embrace healthier lifestyles and find balance in their busy lives.

🌟 Don't miss the opportunity to learn from Krista DeBuhr at our March event. Her expertise and light-hearted approach promise to leave you inspired and empowered to take meaningful steps towards a healthier, happier you. Get ready to embark on a journey towards holistic wellness with Krista by your side!

*"YOU ARE
Enough"*





Photo: Amanda Schuster

Meet Amanda: Your Wellbeing Champion!

Amanda is on a mission to transform workplace wellness at GBS clients. With a career spanning back to 2002 and her tenure at Gallagher since 2013, she's honed her expertise in worksite wellness, fitness, and coaching to craft winning wellbeing strategies.

👉 Amanda's secret sauce? Her passion and commitment to wellbeing. She doesn't just communicate—she connects. Building strong relationships is her superpower.

🎓 Armed with a Master's in Sports Administration from Wichita State University and a Bachelor's in Recreation and Sports Management from Fort Hays State University, Amanda brings both knowledge and innovation to the table.

🌟 Ready to elevate your workplace wellness? Join forces with Amanda and let's create a culture of health together!



Photo: Kerrie Lauck

🌸 Discover Kerrie Lauck: Your Guide to Inner Peace!

With 23 years of experience as a seasoned attorney in both public and private sectors, Kerrie Lauck has transitioned her focus to a new mission: helping workplaces and individuals enhance their quality of life through mindfulness practices.

🌸 Kerrie's passion for mindfulness led her to pursue certifications from renowned organizations like Mindful Schools, Mindful Leader, and the Whole Health Institute. As an International Mindfulness Teachers Association Certified Professional Level Mindfulness Teacher (IMTA CMT-P), she's equipped with the skills and knowledge to guide others on their mindfulness journey.

👤 Join Kerrie as she shares her expertise and empowers you to deepen your mindfulness practice. Together, let's unlock new levels of peace, balance, and well-being in our lives!



Podcast Recommendation:

Happiness 2.0: Cultivating Your Purpose

Having a sense of purpose can be a buffer against the challenges we all face at various stages of life. Purpose can also boost our health and longevity. In the kick-off to our annual You 2.0 series, Cornell University psychologist Anthony Burrow explains why purpose isn't something to be found — it's something we can develop from within.



PLAY NOW





FEBRUARY MEETING RECAP

By Dustin Bro

If you attended the recent event featuring Cindy Kolb, you know it was a treat. Cindy, an attorney at Rose Law Firm in Little Rock, is not only a seasoned legal pro but also a captivating speaker. Her expertise in employment law and insurance defense litigation shown through as she delved into the multifaceted world of HR.

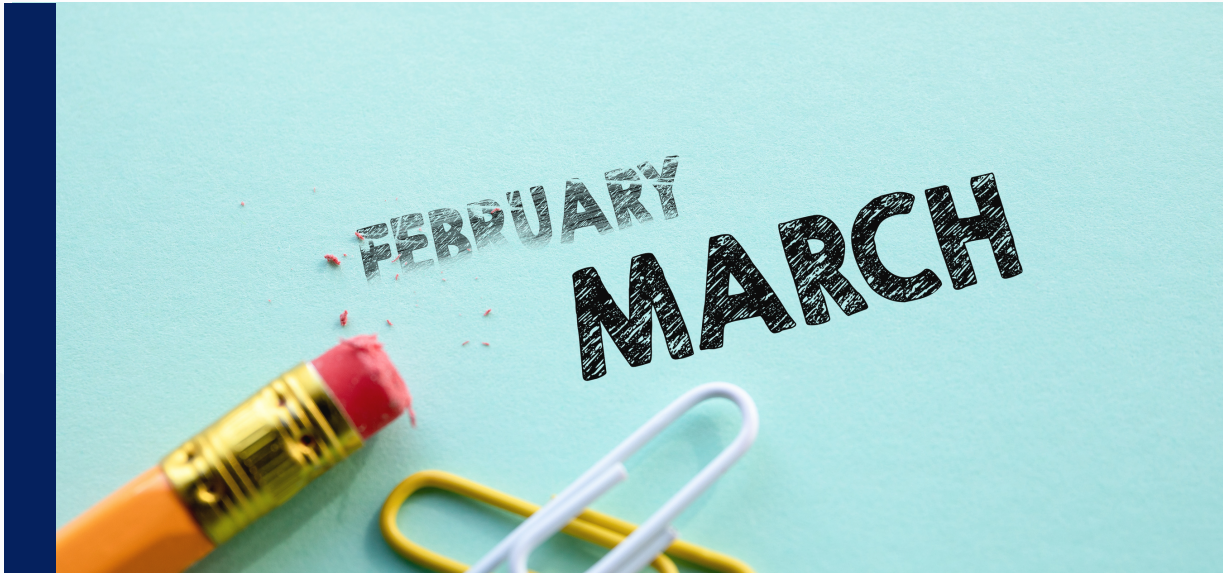
During the session, Cindy wore her "HR hat" with finesse, addressing the ethical implications of three key aspects:

- 1. Conducting Ethical Investigations:** Cindy shared invaluable insights on how to navigate the murky waters of workplace investigations with integrity and fairness. From gathering evidence to conducting interviews, attendees walked away equipped with practical tips on upholding ethical standards while uncovering the truth.
- 2. Enforcing Company Policies Ethically:** Upholding company policies isn't just about compliance; it's about doing so in a manner that respects employees' rights and fosters a culture of fairness. Cindy's expertise shed light on striking the delicate balance between enforcing rules and maintaining ethical integrity.
- 3. Documenting Ethically:** In the world of HR, documentation is king. Cindy emphasized the ethical imperative of thorough and accurate record-keeping, highlighting its crucial role in protecting both employees and employers alike.

Overall, Cindy's session was a masterclass in ethical HR practices, leaving attendees inspired and empowered to navigate the complexities of their roles with confidence and integrity. If you missed out, be sure to keep an eye out for future opportunities to learn from Cindy's wealth of knowledge—it's an experience you won't want to miss!

"Success is not just about climbing the corporate ladder, but also about finding balance, wellness, and joy along the way."

— ARIANNA HUFFINGTON



NOARK INCLUSION INITIATIVE



By Rachel McAdams Jessen

Thank you to everyone who completed our Inclusion Within NOARK survey. The results are helping us make informed decisions about what areas within Inclusion and Diversity our members and potential members would find helpful. The top areas identified at this time include Introverts and Extroverts, LGBTQIA+ and gender identity, and neurodiversity spectrums. We look forward to providing more resources for helping HR professionals in Northwest Arkansas to learn more about these areas and more!

Important Inclusion and Diversity Dates for March:

Women's History Month

Happy Women's History Month! This month honors the role that women like Dorothea Dix, Susan B. Anthony, Jane Cooke Wright, Harriet Tubman, Mary Tape and so many others have played in American history. Consider hosting an event at your workplace to celebrate women. You could invite female business leaders or nonprofit founder to speak as well.

National Disability Awareness Month

This is the 36th year the United States has recognized and celebrated March as National Disability Awareness Month! On February 26, 1987 President Ronald Reagan officially declared Proclamation 5613 making March National Disabilities Awareness Month. The proclamation called for people to provide understanding, encouragement and opportunities to help persons with disabilities to lead productive and fulfilling lives.

Everyone wants, and deserves, to enjoy life, feel productive and secure. But in March, we take extra steps to raise awareness about the supports and rights of the people with disabilities and to celebrate their contributions to our communities and society as a whole!



All individuals, agencies, and organizations supportive of people with disabilities are encouraged to observe the month of March with appropriate observances and activities directed toward increasing public awareness of the contributions and the potential of Americans with disabilities.

March 1: International Wheelchair Day

International Wheelchair Day is all about honoring the vitality of those who rely on wheelchairs, acknowledging resilience, and fostering inclusivity in communities. Wheelchairs have been providing individuals with illness, injury or disease access to the world around them for hundreds of years. Offering options for support, mobility and freedom to wheelchair users, this technology is one that is certainly worth celebrating, as well as its users.

March 8: International Women's Day

This is another stellar opportunity to celebrate the women in your workplace. This day specifically highlights the political, cultural and economic achievements of women. To celebrate, you can do something as simple such as reaching out to a woman who has inspired you at work. A nice note letting a mentor, teacher or family member know about their impact can be so powerful.

March 8: Holi

Known as the "Festival of Colors," this Hindu holiday celebrates the winter harvest and the onset of spring. Weather permitting, consider hosting your friends and family in your backyard or driveway with brightly colored decorations. Hindu families will often get colored powders to throw and smear on their faces during the festivities.

March 10 to April 9: Ramadan

Ramadan — an annual observance for Muslims worldwide — falls in the ninth month of the Islamic calendar. During this time, Muslims abstain from eating or drinking from dawn until dusk and engage in increased spiritual reflection and community activities. If you're not Muslim, but you want to see what Ramadan is like, you can try abstaining from eating from dawn until dusk and break the fast with an evening meal called iftar.

March 18-24: Neurodiversity Celebration Week

This international event celebrates the wide range of diversity in the neurodivergent community including dyslexia, autism, and even ADHD, among others. It is a worldwide initiative that challenges stereotypes and misconceptions about neurological differences. During this week, we are encouraged to recognize the many talents and advantages of being neurodivergent and to intentionally do what we can to empower every individual.

March 21: International Day for the Elimination of Racial Discrimination

This day commemorates the date in 1960 that police opened fire on and killed 69 people at a peaceful demonstration against "pass laws" in Sharpeville, South Africa. The day aims to convey a simple message — using your voice can be a powerful vehicle against racism. Your employees can honor this day by reflecting on biases in your workplace, and considering where they may have originated.

March 31: International Transgender Day of Visibility

Dedicated to celebrating transgender people, it hopes to eradicate discrimination faced by the community worldwide. It was first founded by a US-based transgender activist Rachel Crandall of Michigan in 2009. She was frustrated that the only well-known day focused on the community was Transgender Day of Remembrance, which mourns the murders of transgender people across the world instead of celebrating those living as transgender.



MARCH 5, 2024

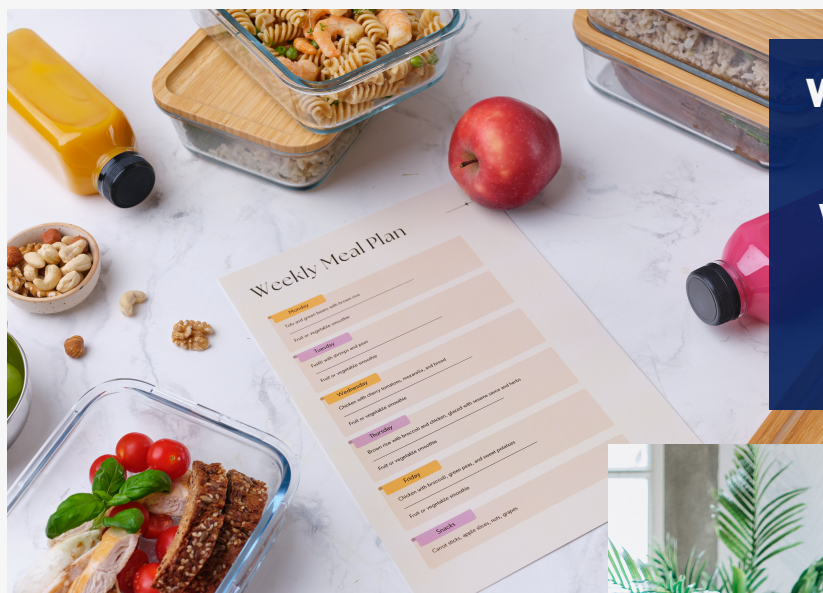
Wellness WORKSHOP



TICKET PRICE:
\$75

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
- Preventing Burnout
- Setting Boundaries
- How to Promote well-being inside your organization.



Speakers:

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

3 CREDITS



WWW.NOARK.ORG





LEGISLATIVE UPDATE BY TINA

By Tina Gilbert



NOARK Members,

I'm Tina Gilbert, and I'm excited to join you as the new Legislative Chair. With over two decades of experience in Human Resources and as the owner and founder of Next Level Training Solutions Group, I've dedicated my career to promoting growth through innovative professional services and solutions for individuals and organizations. As we embark on this journey together, I extend my warmest greetings to each of you. I'm ready to collaborate with such a dynamic and talented group of HR professionals.

In my role as Legislative Chair, my primary goal is to ensure that our members stay informed and empowered in navigating the complex landscape of employment laws. However, I'm also here to serve you, and your feedback is invaluable. I encourage you to share any suggestions or ideas regarding the type of information or resources you would like to see in our newsletters and meetings. Your input will shape the direction of our activities and ensure that we provide the most relevant and valuable support to our members.

Together, let's take this opportunity to learn, grow, and make a meaningful impact within our organizations and the communities we serve. Let's SOAR to the Next Level!

Warm regards,
Tina Gilbert
NOARK Legislative Chair



MARCH 5, 2024

MINDFUL MOMENTS

By Dustin Bro



Marching Forward with Purpose: Embracing Resilience and Mindful Leadership in HR

As we step into March, a month often associated with the onset of spring and renewed energy, let's harness this spirit of rejuvenation to propel our journey of growth and connection within the HR community.

1. Empowering Through Diversity and Inclusion: March is not only a time for seasonal change but also a month dedicated to celebrating diversity and inclusion. As HR professionals, let's reaffirm our commitment to fostering diverse and inclusive workplaces where every voice is heard and valued. By embracing the richness of different perspectives and experiences, we create environments where everyone can thrive.

2. Nurturing Professional Development: Just as plants require nourishment to flourish, so do our skills and talents. This month, let's prioritize professional development opportunities for ourselves and our teams. Whether it's attending workshops, pursuing certifications, or engaging in mentorship programs, let's invest in continuous learning and growth. By nurturing our skills, we not only enhance our individual capabilities but also contribute to the collective success of our organizations.

3. Celebrating Women's History Month: March also marks Women's History Month, a time to honor the contributions of women throughout history and celebrate their achievements. Let's take this opportunity to recognize the invaluable role of women in the workplace and beyond. As HR leaders, let's advocate for gender equality, support women in leadership roles, and strive to create environments where all individuals, regardless of gender, can thrive and succeed.

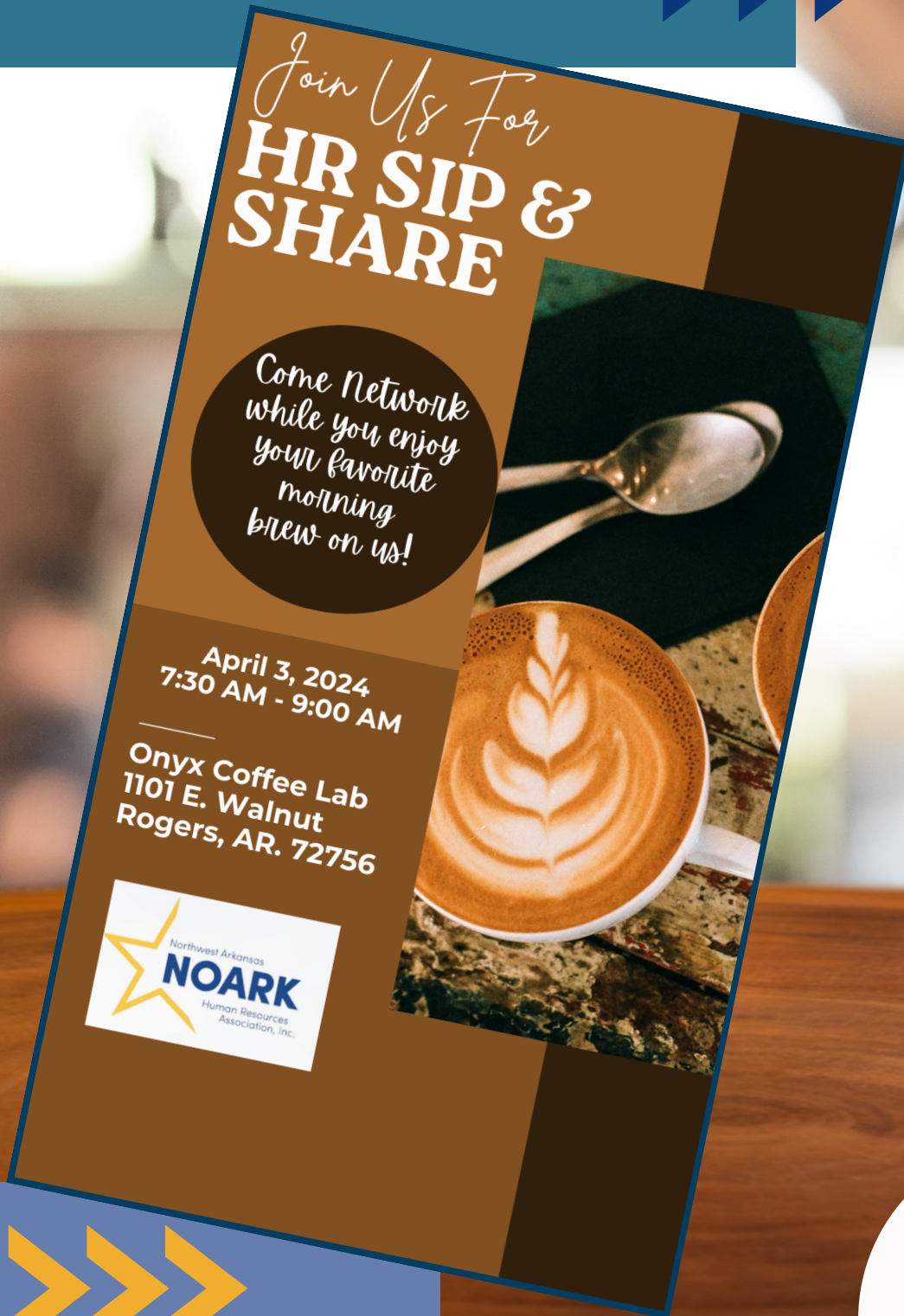
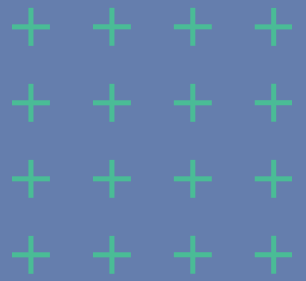
As members of NOARK, let's continue to uphold our commitment to excellence in HR practices, mindful leadership, and community engagement. Together, let's march forward with purpose, embracing the opportunities for growth and connection that lie ahead.

Warm regards,

Dustin Bro
Chapter Administrator

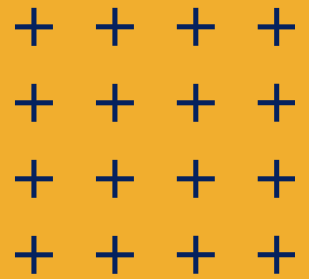
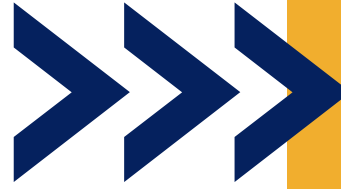
MARCH 5, 2024

NETWORKING OPPORTUNITY



MARCH 5, 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:

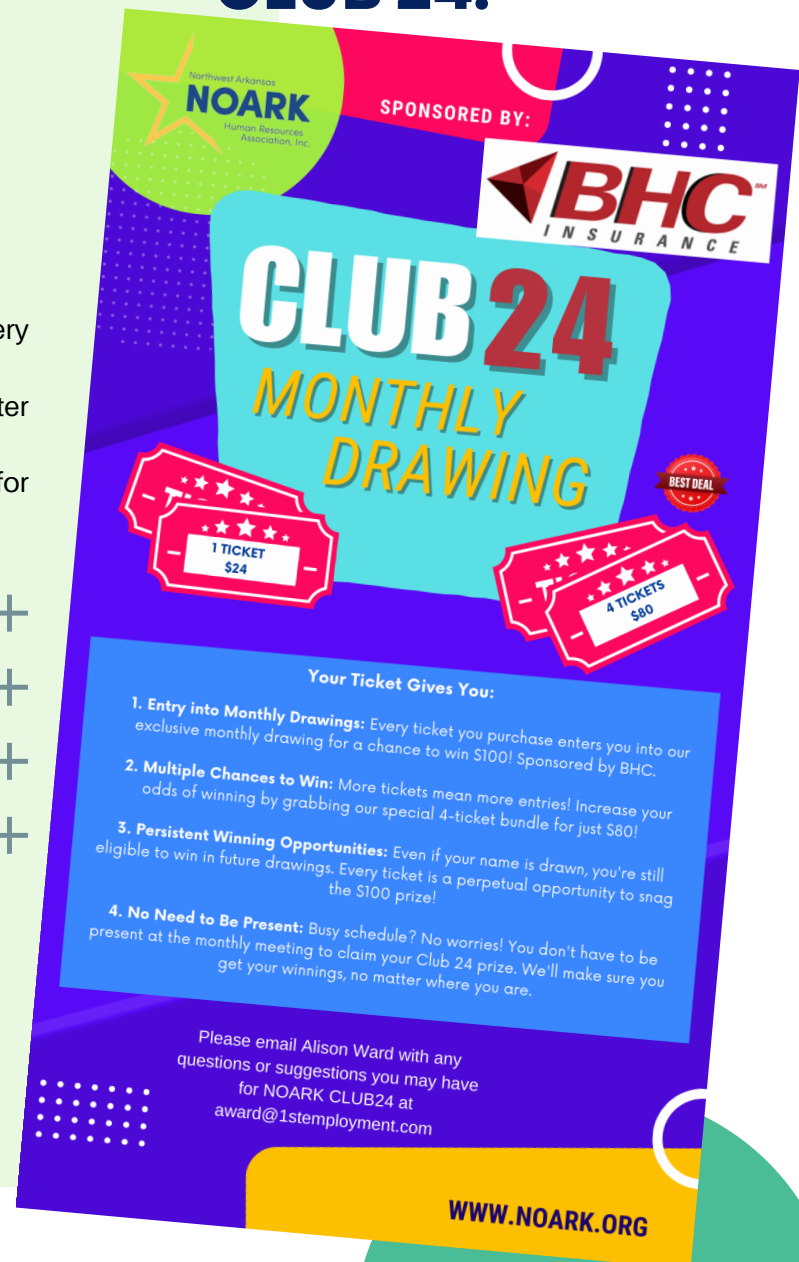


Monthly Drawings: At Every Month's Membership Meeting

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!



Winners

January: Amanda Willis
February: Rachel Jessen

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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SHRM-SCP**
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SCP, SHRP**
Vice President



ALISON NAIL-MALONE
Secretary



JUSTIN HUDDLESTON
Treasurer



Mandi Ragsdale
President Elect



David Lensing
College Relations Chair



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DUSTIN BRO
Chapter Administrator

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Certification/Membership



Nicole Parsons
Workforce Readiness



Alison Ward
SHRM
Foundation/Fundraising



Tina Gilbert
LEGISLATIVE CHAIR



CAMILLE DUNSHEE
EMERGING PROFESSIONALS
CHAIR



KRISTIN BRO
Programs Chair