

NOVEMBER 3RD, 2023

# NOARK News



Photo:  
ARSHRM 2023

## NWA SUPERVISORS' CONFERENCE

9 NOVEMBER 2023  
8:00 AM - 4:30 PM

By Misty McGlothlin

I am excited to announce that on Nov. 9, 2023, NOARK's annual Northwest Arkansas (NWA) Supervisors Conference will take place at Arkansas Blue Cross and Blue Shield's NWA Corporate Center, 5288 W. Don Tyson Pkwy. in Springdale. The event, which will begin at 8 a.m. and end at 4:30 p.m., is directed by Conference Chair Judith Tavano, longtime member of NOARK.

The conference theme, "A Day in the Life of a Supervisor," will take participants on a narrated, interactive journey through a typical supervisor's day.

Judith told me that when she set to design this year's conference, she wanted it to be different. She wanted it to engage supervisors who are either new to supervising or those who want updates and validation and she designed it to mirror the experiences of a typical supervisor's day so that those who attend will see themselves in every session. To ensure the conference meets its objectives, Judith tapped into her extensive network of business and HR professionals throughout Northwest Arkansas to present, sponsor, and exhibit.

Judith has been running the conference since 2012.

## Newsletter Highlights

The NOARK Wage & Benefit Survey is now available

NWA Supervisors' Conference is November 9th

Admission price: \$129

November membership meeting is on November 9th from 11:30 AM - 1:00 PM.

Member price: \$25  
Guest Price: \$30  
**\*\*No charge if you have already paid for the Supervisors' Conference.**

November 23rd:



NOVEMBER 3, 2023



9 NOVEMBER 2023  
11:30AM - 1:00PM

## NOVEMBER MEMBERSHIP MEETING

It's not easy, but there are those days and times we are asked, no, required to step out of our comfort zones. What are those days like? What insights do we gain on those days? How do those days make us better leaders? Sheila Webb Burroughs, author of *Endangered in the Ozarks*, explains what stepping out of our comfort zones means to her using lessons learned while writing a book, turning that book into a movie, and living through experiences she could have never imagined until, as she says, the storyline found her several years ago. From a friend telling her a story of finding a skeleton in a cave in Arkansas, to the published book and subsequent movie, Sheila learned a lot about herself, her characters, and the difference stepping into, and embracing, the unknown can make personally and professionally.

Sheila Moss, a conference presenter on self-care and NOARK Programs Chair, noted how the conference is an expression of the Society for Human Resource Management's mission.

"Our mission, expressed through our chapters, is to empower people and workplaces by advancing HR practices and by maximizing human potential. This year's conference is sure to help us in that endeavor," Moss said.

Registration for the conference is open to all area supervisors and managers at [www.noark.org](http://www.noark.org). The early bird registration fee of \$99 per participant is available until Oct. 31, after which the cost of registration goes up to \$129. Conference topics include: Workforce Planning/Interviewing/Selecting, Performance Management, Team Building, Employee Experience and Engagement, Workplace Belonging, Career Planning, and Self-care.



Speaker:

**SHEILA WEBB  
BURROUGHS**

"I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies."

— LAWRENCE BOSSIDY





# NOARK News



## TAKE A MINDFUL MOMENT

By Dustin Bro

Dear NOARK Members,

With Thanksgiving just around the corner, it's a wonderful time to practice gratitude and take a mindful moment for yourself. Amidst the holiday rush, the preparations, family gatherings, and travel plans, don't forget to pause and appreciate the incredible work you do for yourself and those around you.

In the spirit of being thankful, I encourage each of you to set aside a mindful moment during this busy season. Reflect on your personal and professional growth and your contributions to our NOARK community. This moment of mindfulness can be a source of rejuvenation and resilience, helping you navigate the holiday season with a sense of calm and purpose.

Your dedication, hard work, and commitment to building a better life for yourself and others align perfectly with our NOARK mission. Taking this mindful moment is a valuable way to honor your journey and the positive impact you have on those around you.

So, this Thanksgiving, alongside giving thanks for the blessings in your life, remember to take a mindful moment for yourself. It's a gift you truly deserve.

Wishing you all a peaceful and mindful Thanksgiving!

Warm regards,

Dustin Bro

Public Relations Chair, NOARK

## Important Dates!



### Daylight Saving Time Starts:



Sunday,  
November 5th, 2023

Please remember to  
turn your clocks  
**BACKWARD** one hour.



### Veterans Day

Saturday,  
November 11th, 2023

### November 23rd:



NOVEMBER 3, 2023

# EXCITING UPDATES AND INFORMATION

Dear NOARK Members,

I hope this message finds you in good health and high spirits. We are thrilled to share the excitement for the upcoming changes in our monthly newsletter. Our goal is to continue providing you with valuable insights, resources, and information to support your journey towards healthier, happier, and more engaged workplaces.

In our quest to make our newsletter even better, we are currently working on a series of updates that will enhance your reading experience. These include the introduction of sponsors, additional resources, and even more insightful content. We believe these changes will empower you with the knowledge and tools to further optimize your employee benefits strategies.

However, we want to acknowledge that with progress comes the potential for minor hiccups. We understand that there might have been some unintentional omissions or inconveniences in recent editions. Please accept our sincere apologies for any inconvenience this may have caused. Rest assured that we are actively addressing these issues and working diligently to ensure they do not occur in the future.

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

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

Best regards,  
Misty McGlothlin ,  
NOARK President



## NOARK BLOGS:

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







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](http://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

[www.noark.org](http://www.noark.org) | [noarkwageandbenefits@noark.org](mailto:noarkwageandbenefits@noark.org)

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**QualChoice**<sup>®</sup>  
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# 2023

# NOARK

# SUPERVISORS

# CONFERENCE



## “A DAY IN THE LIFE OF A SUPERVISOR”

**9 NOVEMBER 2023****08:00 AM - 04:30 PM**

Embark on a busy and rewarding Day in the Life of a Supervisor, where you'll hire, manage, build teams, resolve conflicts, ensure engagement, embrace diversities, meet goals, and care for yourself. You bet you can do it! Join us for a guided learning journey through the essentials of your day.



## TOPICS

- Workforce Planning/Interviewing & Selecting
- Performance Management
- Building Teams
- Employee Engagement & Experience
- Workplace Belonging
- Career Planning
- Self Care

- \$99 per participant through October 31st
- \$129 After October 31st.
- Exhibitor Booths = \$250
- Sponsorships Available

**REGISTER NOW**[WWW.NOARK.ORG](http://WWW.NOARK.ORG)

# Meet our team!



**Misty**  
President



**CINDY RUFFING, SPHR,  
SHRM-SCP**  
Past President



**SHEILA MOSS, SHRM-  
SCP, SPHR**  
PROGRAMS CHAIR



**ALISON NAIL-MALONE**  
Secretary



**JUSTIN HUDDLESTON**  
Treasurer



**RACHEL HUDSON, PHR,  
SHRM-CP**  
DIVERSITY CHAIR



**David Lensing**  
College Relations Chair



**KORENDA ALLEN**  
SHRM FOUNDATION CHAIR



**DUSTIN BRO**  
PUBLIC RELATIONS CHAIR



**RUSSELL HOLT**  
LEGISLATIVE CHAIR



**CAMILLE DUNSHEE**  
EMERGING PROFESSIONALS  
CHAIR



**KRISTIN BRO**  
WAGE & BENEFITS CHAIR