



July 2021 NOARK NEWS



NOARK President's Message

I will see you very soon!! It's official. We are returning to in person meetings on July 8, 2021, and it seems I've been waiting entirely too long to say those words. I do hope you will join us for two sessions that day.

Our membership meeting at 11:30 a.m. will include a panel discussion about mentorship. If you are or have thought of becoming a mentor or if you would like to understand how mentoring works and how to develop those connections for career success, this session is for you.

We are also presenting a two hour workshop at 1:30 p.m. that day. Should everyone be a mentor or mentee? Why do some relationships work while others struggle? What's the difference between a mentor and a coach? Please join us to explore the successful mentorship relationship.

Registration is now open for the ARSHRM Annual Conference and Expo (again)! This in person event is being held September 29 through October 1, 2021. It will be held at the Embassy Suites Hotel, Spa & Convention Center, Rogers, Arkansas. NOARK will not hold an October membership meeting in lieu of state conference attendance. It is also time for the ARSHRM awards nominations leading up to this event. There is further information here to nominate those HR Professionals whom you believe deserve higher recognition. Applications are also

professionals whom you believe deserve higher recognition. Applications are also open for the J.C. Cote Scholarship which is awarded each year at the conference.

As the world seems to be opening back up to new possibilities, your NOARK board is working strategically to discover the best path forward for our current members and the development of new members. We are fully aware that in person meetings and networking opportunities are preferred, and we would like to discover new and better ways to serve you. We will be reaching out to you for your perspective and your vision of our organization.

The first things we would like to provide are expanded volunteer opportunities to *really* get involved with NOARK. We will be announcing open board positions for 2022 as well as other ways for you to work with us to serve other members. We understand that being a volunteer leader can seem time consuming and perhaps a little daunting. If chairing a committee is not possible, please consider being on a committee or taking part in some of the upcoming events. There are multiple ways to get involved with differing levels of commitment. We would love for you to join us on the journey of growth and change.

Sheila Moss, President
NOARK 2021

July NOARK Membership Meeting...In Person

Date: July 8, 2021

Time: 11:30am-1:00pm

Location: The Barn at the Springs

MENTORING: A CAREER BUILDING STRATEGY

A successful mentoring program can help organizations grow and retain talent, offering strong benefits to both the mentor and mentee. This interactive training introduces participants to the concept of mentoring and shares best practices for establishing and managing these relationships. A facilitated panel will share their perspectives, leveraging their experience as either a mentor or mentee. Participants will be able to engage with panelists through interactive Q&A, gaining insight on their questions.

At the conclusion of this training, participants will be able to:

- Describe what mentoring is and how it can benefit the mentor and mentee's careers
- Outline the types of mentoring and how to apply each type
- Overcome challenges common in mentoring relationships
- Apply best practices to create a successful mentoring relationship

Speakers:

- Rachel Hudson, PHR, SHRM-CP, BKD CPA's & Advisors
- Alison Nail-Malone, SHRM-CP, ICF-ACC, Founder & Principal Consultant, Malone Consultants Group
- Emily Cowan, PhD Candidate in Management with an emphasis in Human Resources and Organizational Behavior, University of Arkansas
- Michelle Hurst, CPA, Director with BKD CPAs & Advisors
- Morgan Scholz, SHRM-CP, Business Consultant, Startup Junkie Foundation

--Click for complete speaker [bios](#)

HR Certification Hours Approved.

Register Today!

July NOARK After Class...In Person

Date: July 8, 2021

Time: 1:30am-3:30pm

Location: The Barn at the Springs

TO MENTOR, TO BE MENTORED, THIS IS THE QUESTION

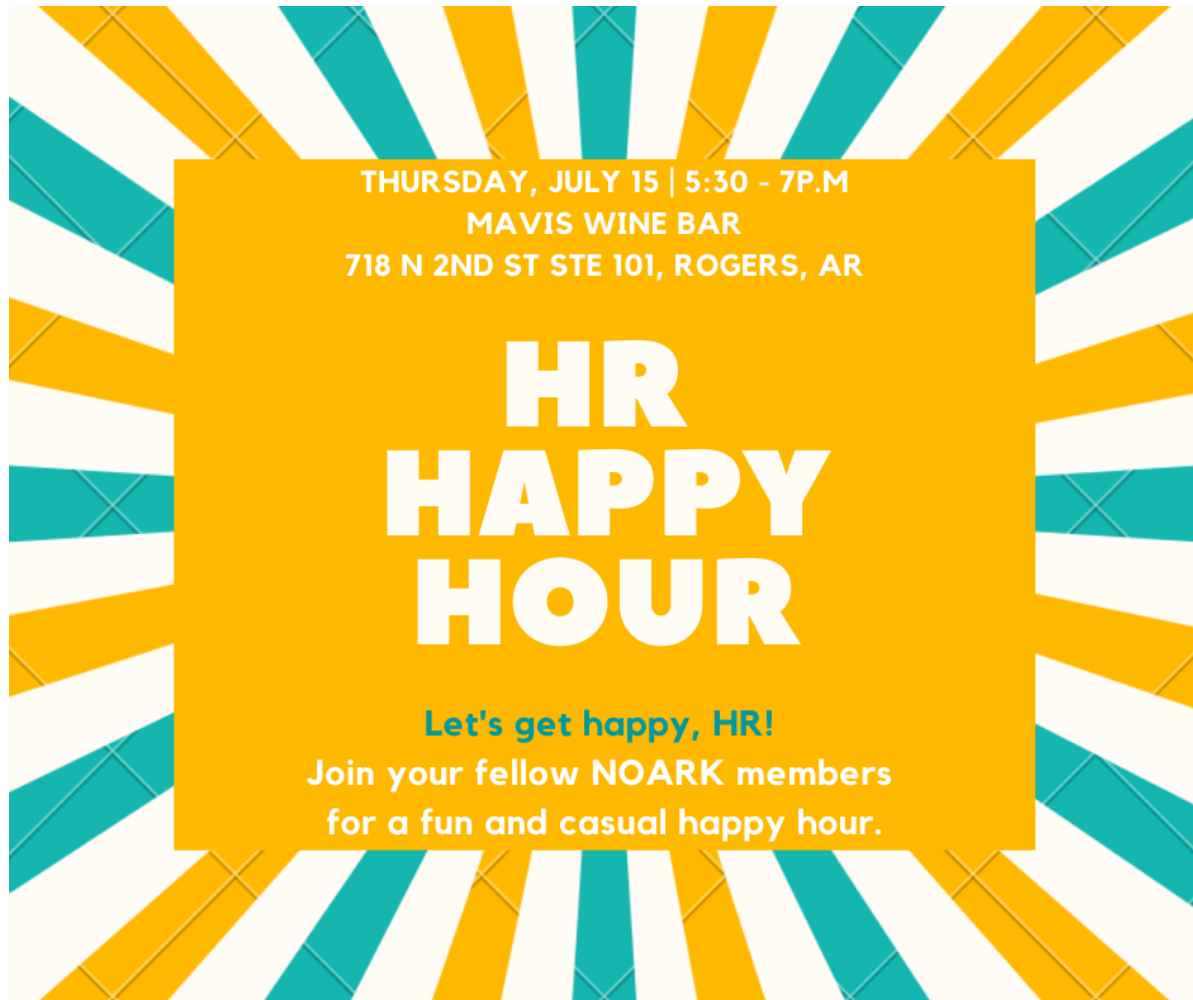
Perhaps you'd like to be mentored, be a mentor, or start a mentoring program in your organization - but you don't know where to start!

Join Judith Tavano, SHRM-SCP, SPHR and Sheila Moss, SHRM-SCP, SPHR of Information Solutions, [BIOS](#) as they share their mentoring expertise. Judith will guide you through the basics, current trends, and best practices while Sheila focuses on key behavioral insights for mentoring success.

With decades of combined mentoring experience, Judith and Sheila share a passion for helping individuals thrive and grow in their careers. Well known to the NOARK community as knowledgeable, interactive, and entertaining presenters, they promise you will leave this workshop ready to take on mentoring as a consumer, provider, or administrator, and be able to:

- Employ mentoring basics, trends, and best practices,
- Know what to look for in a mentor,
- Prepare to be a mentor and/or start a mentoring program,
- Embrace behavioral styles as a key factor in mentoring success, and
- Champion the value of mentoring.

HR Certification Hours Approved.



Let us know your coming...Register Today!



July Learning Opportunities

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In an effort to promote our chapters and provide you with continuing education opportunities, here are some of our chapter's July chapter meetings that you are invited to attend.

NOARK-Northwest Arkansas SHRM: Mentoring: A Career Building Strategy **SPEAKERS** | July 8 at 11:30 a.m. at The Barn at the Springs in Springdale. Register online **HERE**.

NOARK-Northwest Arkansas SHRM: To Mentor, To Be Mentored, This is the Question with Judith Tavano, SHRM-SCP, SPHR and Sheila Moss, SHRM-SCP, SPHR | July 8 at 1:30-3:30 p.m. at The Barn at the Springs in Springdale. Register online **HERE**.

Central Arkansas HR Association: 2021 Managers & Supervisors Conference | Thursdays in July at 12 Noon. Virtual - 1 hour sessions | Register online **HERE**.

Western Arkansas HR Association: Leading with Respect - Lessons Learned by the EEOC with Debra Finney | July 13 at 12 Noon. Virtual | Register online **HERE**.

West Central Arkansas SHRM: Leadership and Self Awareness with Kathleen McComber | July 27 at 11:30 a.m. Virtual | Register online **HERE**.

Not a chapter member? Consider joining your local SHRM chapter for more learning, networking, and growth opportunities. Go **HERE** for more info.



JULY DIVERSITY CALENDAR

The rich diversity in our communities is reflected in the observances celebrated by various cultures and populations. This calendar is meant to highlight and celebrate the diversity in our communities. If you want to learn more about these holidays, we encourage you to visit the link below.

Diversity Calendar





A Clear Vision of the Future

Arkansas SHRM 2021 HR Conference & Expo • Sep 29 - Oct 1 • Rogers, Arkansas

Registration is opening this month! (If you were a paid registrant for 2020, your registration carried over to this year's event.)
Watch our [website](#) for more information coming soon.

Register Today!

Announcing ELLA On-Demand for 2021!



ELLA will be provided on-demand on October 14 with 7 pre-recorded sessions and 7 hours of CE.

If you're registered for the State Conference, your cost will be \$99. **Not attending the State Conference?**

You can purchase ELLA On-Demand for \$125.

Watch ella.arshrm.com for more information.



Our July issue is very special because we feature the top educational programs for HR professionals. If you would like to finish your degree or perhaps obtain a graduate degree, you will find many excellent offerings in this issue. We are showcasing many Southeastern colleges and universities with an array of online degree programs that are bound to meet your needs. Check out these fine programs and find the one that suits your needs.

Click on the logo above to read more.

-Cynthia Thompson, HR Professional Magazine Editor



Arkansas SHRM State Council recognizes professionals and organizations who endeavor to improve the HR profession in our state. The awards will be presented at the conference in September with August 15 as the deadline to nominate a deserving individual or organization. You can find the nomination forms on Arkansas SHRM's **website**.

- Professional of the Year recognizes an individual that has shown outstanding service and has promoted the profession of Human Resources Management.
- Jim Wilkins Lifetime Achievement Award recognizes an individual who has continually shown outstanding service and has promoted the profession of Human Resources Management throughout their career.
- Russell Gunter Legislative Advocacy Award recognizes for "outstanding contributions of time and effort in local, state or federal legislative advocacy on behalf of the Human Resources profession.
- Best HR Practice Award is awarded to a company that demonstrates the importance and positive impact strong HR practices can have within an organization.

Friend of the HR Profession Award recognizes and expresses appreciation to legislative or business leadership who have proven a continued willingness and effort to listen to HR Professionals' concerns relating to local, state, or federal legislative matters affecting the profession, educate themselves on these issues, and actively consider the impact of legislative measures on the Profession.

2021 NOARK Compensation and Benefits Survey will be ready for purchase soon... Sponsored by



For More Information

- **Nick Braschler**, Simmons Foods, Inc
- **Jennifer Miller**, Sageway Behavioral Health



Please reach out to them and make them feel welcome.



Arkansas SHRM State Council presents a \$1,000 scholarship to one deserving college student. You can find the J.C. Cote Scholarship Application and criteria **HERE**. The deadline to apply is August 15.

2020 NOARK NWA Walmart Vendor Survey available for purchase.

[For More Information on how to purchase](#)

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Equal Employment & Title IX Investigator (2 Positions)**-University of Arkansas
- **Title IX & EO Case Manager**, University of Arkansas
- **Human Resource Generalist**, Ducommun, Inc
- **Incentive Compensation Analyst**, Centennial Bank

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

[Create HR Job Listing](#)

SHRM Complimentary Exam Offer

SHRM has given NOARK the opportunity to provide up to five (5) NOARK Members with complimentary SHRM Certification exam applications for the second testing window of 2021 (December 1, 2021 - February 15, 2022)!

Please contact [Sheila Moss, 2021 NOARK President](#) if interested in more information.

Thank You To Our NOARK Sponsors...We Appreciate You!!!



JOB GUIDE



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