



## NOARK Human Resource Association Newsletter

Feb 2018

Issue No. 73

### Dear Member,

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to our [www.noark.org](http://www.noark.org) website where more information and membership benefits can be found.

If you have any questions, please email [info@noark.org](mailto:info@noark.org) or call 479.305.2466

All the best,

NOARK Human Resources Association  
*Advancing the Profession*  
*Serving the Professional*

### Message from 2018 NOARK President--



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### **NOARK 2018 BOARD & Committee Chairs**

**Amy Fisher, SHRM-SCP, SPHR**  
President

**Tammie Edrington, PHR, SHRM-CP**  
Past President



If you are like me, you have all the intentions in the world about making sure your safety policies are up to date and ready in case of an emergency, but then the urgent needs crowd out those priorities. As we have seen, even in recent weeks, the potential for an active shooter in the workplace is great. This month's NOARK meeting is a timely message for all of us. Our organization has actively been engaging in discussions and training on this topic, even having a drill on our campus recently. Our speaker will be Jim McBride from the Oklahoma Department of Homeland Security. I'm looking forward to additional insights from him on things we can do as employers and Human Resources, and even just as employees on how to prevent or to respond in the case of an emergency. This is a meeting that could be helpful to other managers or supervisors in your organization, so keep them in mind and invite them to attend along with you. This meeting has one recertification hour of credit available through SHRM and HRCI.

Additionally this month, we are offering a workshop in the afternoon after the regular membership meeting. Most of us, at times, need to negotiate with someone, whether that is a colleague, an employee or employer, or even with our friends and family. This workshop will help you master skills that you can put into practice right away. Arthur T. Matthews is a dynamic speaker who has presented for NOARK several times in the past. Two hours of recertification credit are available for both SHRM and HRCI.

We are looking forward to seeing you on February 8, and remember there are three hours of credit available for you this month.

I would like to take a moment to thank the businesses who sponsor NOARK. AAMSCO provides the name badges we all wear at every meeting, The Job Guide is our website sponsor and is always at our monthly meetings. QualChoice is again sponsoring our Wage & Benefits Survey, as they have for several years. Also, please take time to visit our vendor directory for many other vendors who help us throughout the year. NOARK would not be what it is without our sponsors.

Thank you,  
Amy

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NOARK Chapter Administrator

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Fayetteville, Arkansas 72701

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## February NOARK Membership Meeting

### "Active Shooter Awareness"

**Date:** February 8, 2018

**Time:** 11:30am-1:00pm

**Location:**

**Board of Realtors Building**

**314 N Goad Springs Road**

**Lowell, AR 72745**

**SPEAKER:** Jim McBride, ODHS, was in Law Enforcement for more than 30 years most of which was with the Oklahoma Highway Patrol before retiring in 2008. He worked road assignments with the OHP and was also assigned to the Bomb Squad and the Tactical Team. It was as a member of the Tactical Team that Jim responded to the Alfred P. Murrah Bombing in April 1995. Later he spent ten years in the Special Operations Unit, six as Troop Commander. He served 26 years in the Oklahoma National Guard retiring as a Lieutenant Colonel.

### One (1) HR Certification--SHRM & HRCI.

#### after-NOARK 2018 HR Re-certification Classes

\$40 for those who attend NOARK meeting;

\$45 class only

**Register:** [www.noark.org](http://www.noark.org)

**Date:** February 8, 2018

**Time:** 1:30pm-3:30pm

**Location:** Board of Realtors Building

314 N Goad Springs Road

Lowell, AR 72745

### "Negotiation Due Diligence: Are You Achieving Best-in-Class Deliverables?"

**Speaker:** Arthur T. Matthews J.D.

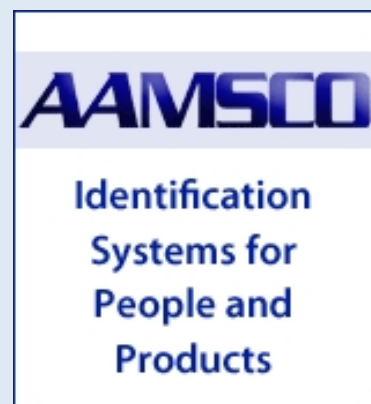
**Thank you to our  
NOARK  
Sponsors!!!**



**Thank you to "Thrive Integrated Health" our 2018 NOARK February Meeting Patron Sponsor**



**Thank you to "The Job Guide" our 2018 NOARK Website Sponsor**



**Thank you to "AAMSCO" our**

We negotiate all the time. Whether it is in the midst of a difference of opinion or a personality clash daily communications require us to constantly and effectively negotiate. Add to the mix, divergent leadership styles, communication styles, and differing experience levels. The resulting conflict can lead to conflict and competitive disadvantage. Conflict is a growth industry. It feeds on itself making it a professional imperative to embrace a variety of techniques for effectively negotiating with co-workers, team members, supervisors, family members, and other internal and external stakeholders.

With the intent of helping you to master negotiation due diligence skills to deliver best-in-class results, this workshop is engaging and participant-centered. Specific topics include business to business transactions, negotiating salaries, negotiating with buyers, sellers, vendors, and other comparable interested parties. The design of this workshop will include case studies, multimedia, fishbowl exercises, small group exercises, think/pair/share exercises, large group exercises and an individual assessment.

As a result of this workshop, participants will be able to employ best-in-class negotiating techniques when dealing with:

- Interpersonal conflict
- Workplace dynamics
- Business transactions

**(2 Hours) HR Certification SHRM & HRCI.**

**Date: March 8, 2018**

**Time: 1:30pm-3:30pm**

**Location: Board of Realtors Building**

**314 N Goad Springs Road**

**Lowell, AR 72745**

## **"Optimizing Employee Experience for Business Success"**

**Speakers: Hazel Murgatroyd & Corey Stanford**

As the business landscape changes rapidly with ever complex work environments, the possibilities of technological advances, increased transparency and the influence of millennials, organizations find themselves scrambling to provide the employee experience that fosters an engaged and productive workforce. The workplace has a critical and unique role for people. It is where most of us spend most of our lives and where we

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2018 Wage &  
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QualChoice we  
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NOARK Vendor  
Directory!!!  
View the  
Vendor Directory  
[Here!](#)**

where most of us spend most of our lives and where we shape our livelihoods. We are seeing a seismic shift in employee expectations of work with emerging research calling for organizations to go beyond 'business as usual' to create the conditions for success. A new holistic paradigm must emerge, integrated at the core of business to shape the employee experience, which makes the organization a magnet for talent and the platform for high-performance teams to achieve superior business results.

This session will position HR professionals to make strategic contributions in the design and implementation of an integrated employee experience strategy at their organization. HR professionals will gain a deeper understanding of the links between culture, motivation and sustainable change.

As a result of this workshop, HR professionals will be able to:

- Demonstrate the link between strategically focused employee experience initiatives and business results.
- Identify organizational opportunities for optimizing employee experience throughout the organization
- Design reward systems that link strategic leadership development, successful employee experience, and improved productivity.
- Assess organizational readiness to embrace an employee experience-oriented culture as a strategic imperative.

**(2 Hours) HR Certification Pending.**

Any questions contact Judith Tavano at  
[NoarkWorkforceReadiness@NOARK.org](mailto:NoarkWorkforceReadiness@NOARK.org)

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## "Got E-Verify? Many Federal Contractors Have To"

Hosted by US Citizenship and Immigration Services (USCIS)

- Thur, Mar 1st @ 2:00pm EASTERN

No pre-registration required. Login about 10 minutes before start time.

<http://bit.ly/2GOr3ZW>

Why attend? If you are you a federal contractor doing business with the federal government and your contract contains the Federal Acquisition Regulation (FAR) E-Verify clause, or you are seeking a federal contract, then you'll want to attend this 60 minute free session.

I'll cover the how, when, why along with the dos & don'ts. A presidential Executive order and subsequent Federal Acquisition Regulation (FAR) rule required federal contractors to use E-Verify to electronically verify the employment eligibility of employees working under covered federal contracts. The order and the rule reinforce Federal government policy that the Federal government does business only with organizations that have a legal workforce.



**Speaker - Dave Basham**

Who better to hear from than directly from the horse's mouth, so to speak, as Dave has worked for the very government division (USCIS, Verification) that house E-Verify and Form I-9 since retiring from the U.S. Army in 2008. He has conducted over 500 Form I-9 and E-Verify presentations to nationwide audiences that included elected officials, compliance, human resources and payroll professionals. Dave's presentations are simply informational

and instructional sessions where he 'highly' encourages questions.

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### **2018 Wage and Benefits Committee News**

**Introducing the new Co-Chair/Mentor** for 2018 Wage and Benefit Committee.

I am happy to announce that Tiffany Barnes will be the Co-Chair/Mentor for 2018 Wage and Benefit Committee. Tiffany is the HR/Payroll Manager for Hutchens Construction and in March 2017 she attained aPHR accreditation. We look forward to Tiffany joining the committee and appreciate her willingness to pursue a leadership role in NOARK.

### **Coming Soon...**

In March we will begin work on the 2018 W & B survey which will open for participation in early April. If you haven't participated or purchased the survey in the past and would like to know more about the survey please contact me, Sandy Sullins at [NoarkWageandBenefits@noark.org](mailto:NoarkWageandBenefits@noark.org)

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ARKANSAS SHRM 2018 CONFERENCE & EXPO  
APRIL 4-6 • HOT SPRINGS, ARKANSAS

[Register Today!!!](#)

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### **Research Opportunity:**

You are invited to be part of a research study. The researcher is a doctoral learner at Capella University in the School of Education. The purpose of this study is to explore and identify selection factors that influence hiring of internal and external coaches by HR Professionals. This study also intends to gain insight into how the two types of coaches may compete or complement each other within organizations that employ both types.

If you are interested in participating and believe you qualify, please send an email indicating your interest to the researcher listed below. The researcher will reply to your email with more

Researcher will reply to your email with more details about the study and about your participation.

Researcher: Teresa Ray  
Email Address and Telephone Number:  
[teresa@nwacoach.com](mailto:teresa@nwacoach.com), 479-790-4961



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### **aPHR™ Certification Exam Prep (HRCI)** **(24 hours)**

March 1 - April 26, 2018 - No Class on April 5 /  
Registration closes February 26 at midnight  
Thursdays, 4:30 pm-7:30 pm  
Center for Health Professions, room 1047  
Instructor: Judith Tavano

### **PHR®/SPHR® Certification Exam Prep (HRCI)** **(36 hours)**

May 14 - August 6, 2018 (skip Memorial Day) -  
Registration closes May 10  
Mondays, 4:30 pm-7:30 pm  
Location: Shewmaker Center for Global Business  
Development, room 2045  
Instructors: Katie Morris & Judith Tavano

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### **2018 SHRM Foundation News**

The SHRM Foundation supports workforce and workplace transformation by providing:

- Research-based HR solutions for challenging inclusion issues facing existing and potential employees.
- Scholarships to educate and develop HR professionals and students to effect change.
- Opportunities for HR professionals to make a difference in their local communities.

Beginning this month, the SHRM Foundation Committee is raising money by offering three (3) levels of donations by which you can pledge your commitment to the Foundation:

- Bronze: A \$15 gift will enter your name



- **BRONZE.** A \$15 gift will enter your name into a monthly drawing and recognition by NOARK for 2018
- **Silver:** A \$30 gift will give you the benefits of the Bronze level plus eligibility for the ARSHRM Conference drawing in March.
- **Gold:** A \$45 gift will give you the benefits of the Silver level plus one free NOARK lunch meeting.

Please bring your cash, check, or credit card to the meeting this month and see a Committee Member at the check-in or pay by invoice by contacting Meg Doyle at [Meg.Doyle@PeopleStrategySolutionsLLC.com](mailto:Meg.Doyle@PeopleStrategySolutionsLLC.com)

## **NOARK Career Center!!!**

- **Human Resources Generalist--Kerusso**
- **Benefits Administrator--City of Fayetteville**
- **Human Resource Manager--Staffmark**
- **Human Resource Manager--Walton Arts Center**
- **Nonresident Taxation Analyst--University of Arkansas**



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.

Join or [RENEW SHRM membership now!](#)

**Northwest Arkansas Human Resources Association, Inc.**  
**NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.**

**[Come explore NOARK!](#)**

NOARK Human Resource Association, PO Box 1016, Fayetteville, AR 72701

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