



NOARK Human Resource Association Newsletter

Mar 2018

Issue No. 74

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 website where more information and membership benefits can be found.

If you have any questions, please email 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--



We are looking forward to seeing you at our March membership

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We are looking forward to seeing you at our March membership meeting on March 8. We are planning a panel of top recruiters to answer your questions and to address the issues of finding employees in an area of the country with such a low unemployment rate. This session will give you some ideas on how to recruit not just warm bodies, but the best talent. Our panelists include people from Arvest, Tyson, Rev Unit, Arkansas Children's NW, VML and Korn Ferry. I'm looking forward to an informative session. If you have questions you would like to have addressed by our panel, please submit them to info@noark.org.

After our membership meeting, on March 8, we will be offering a class for re-certification credit entitled "Optimizing Employee Experience for Business Success." This is a two-hour class presented by Hazel Murgatroyd and Corey Stanford. This session will help you make strategic contributions for the employee experience strategy at your organization, and you will learn how this can affect your business results. This is a great opportunity for you to gain two hours of re-certification credit. You can register for both the membership meeting and the class at NOARK.org. Your early registration is very helpful for us in planning food and space.

During the month of April we will not have our regular meeting, but instead will be joining HR professionals from all over the state of Arkansas at the annual state HR conference, "Strategies for Success". This conference will be held in Hot Springs, AR on April 4-6. This is a great conference for good content and networking with other HR professionals. If you are interested in attending, please register at <http://conference.arshrm.com/>.

Thank you,
Amy

Next NOARK Membership Meeting "Where Did All The People Go?"

Date: March 8, 2018

Time: 11:30am-1:00pm

Location:

**Realtors Building
314 N Goad Springs Road
Lowell, AR 72745**

Board of

Join us to discuss with, and gain ideas from, some of the top recruiters in various fields that feel this pain every day here in NWA. From entry level to clerical and accounting to the rare breed of medical and skilled labor employees.

We all know what it's like to have a lingering opening on your desk and supervisors breathing down your neck. But where do you find the talent? What's the trick? How do you make your company stand out? Is there really an endless black hole of candidate applications out there, and how do you keep that from happening to you? What do you mean "company culture and online presence" what does that have to do with recruiting? Talent is tight!

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



So take an hour out of your busy schedule and come join us at NOARK and learn how

Our Panelist include:

Piper Anderson-Tyson Foods

Karen Armstrong-Arvest

Christina Coyle-Korn Ferry

Josh Hollander-VML

Tabitha McFadden-Rev Unit

Laura Spies- Arkansas Children's NWA

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

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 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.

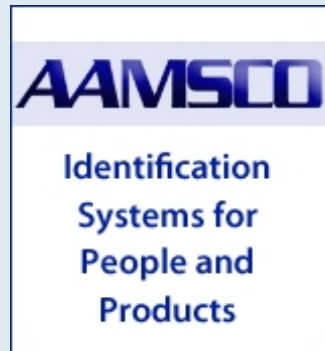
This session will position HR professionals to make strategic contributions in the design and implementation of an integrated employee experience strategy at their organization. HR professionals will gain a deeper understanding of the links between culture, motivation and sustainable change.

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.



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



Thank you to "AAMSCO" our 2018 NOARK Name Badge Sponsor



Thank you to our 2018 Wage & Benefits Survey Sponsor QualChoice we appreciate you!!!

**Thank you to our vendors in the NOARK Vendor Directory!!!
View the**

- 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

2018 Wage and Benefits Committee News

It's time for the annual 2018 NOARK Compensation & Benefits Survey!

We want your data!

It's our 28th consecutive year! Help us once again compile and report data in the following areas:

- 140+ jobs
- Salary ranges and compensation plans
- Benefits
- Policies

Your data will be accepted on-line from 04/23/18 - 05/18/18. All you need to do to get a password is to email denise.wagner@johansongroup.net. The survey results will be available on 08/9/18 at our monthly NOARK membership meeting at Board of Realtors Building at 311 N Goad Springs Road, Lowell, AR 72745.

We could not continue to provide this excellent resource without the ongoing participation from you -- the local and regional Northwest Arkansas business community. We encourage you to join us -- the more data, the better! More information at www.noark.org or contact wageandbenefits@noark.org.



[Register Today!!!](#)

We have Sponsorship Opportunities & Exhibitor Booths available. Contact Cathleen at sponsorships@hr2018.org

We are requesting door prizes for this event as well. Check out hr2018.org for more details.

Vendor Directory
[Here!](#)



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

2018 SHRM Foundation News

SHRM FOUNDATION CHAMPIONS - DRAWINGS THIS MONTH!

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.

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

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

Those Members who became Champions last month or who sign up to become Champions at the March 8th meeting are eligible for the ARSHRM Conference drawing (if you are a Silver or Gold level Champion) and the March drawing. 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.

REFRESHMENTS AT THE POST-MEETING CLASS

We will again be selling light refreshments at the "Optimizing Employee Experience for Business Success" class after the March Membership Meeting. We will have bottled water, cans of soda, bags of Pretzel Crisps, and slices of homemade Irish Soda Bread. The suggested donation is \$1 for each item.

PROFESSIONAL HEADSHOTS AT THE MAY 10th MEETING!
Appointment time slots in 5 minute increments from 10:45AM - 11:45AM & from 1:05PM - 1:30PM on May 10th. Digital photos will be emailed to participants.

Sign-up at the March 8th meeting or through sign-up genius at <https://m.signupgenius.com/#/showSignUp/30e094da9a629a13-2018/64951441>. Early bird donation \$20 OR \$25 donation Event Day. Proceeds benefit the SHRM Foundation.

UPCOMING SHRM FOUNDATION SCHOLARSHIP DEADLINES

In 2018, the SHRM Foundation will award almost \$500,000 in support to students seeking undergraduate, graduate, certification and professional development opportunities. We encourage all eligible SHRM members, student members, Chapters, State Councils, and organizations to apply for one or more of the scholarships and awards. Learn more about the 2018 SHRM Foundation's HR Solutions, Opportunities, Scholarships, and application deadlines at: <https://www.shrm.org/foundation/ourwork/scholarships/pages/all-deadlines.aspx>.

Welcome New Members!!!

- Heather Fischer-Student
- Gretchen Hunt-Specialized Real Estate Group
- Levetta Key-Gall Excavation Inc
- Tracy Shepard-Rockline Industries
- Brenda Smith-The Clorax Company
- Todd Dennis-Central EMS
- Amanda Gray-1st Employment Staffing
- Sarah Hendricks-George's Inc
- Mary Winkelman-Delta Group Electronics

NOARK Career Center!!!

- Human Resource Specialist-2 Positions open--
University of Arkansas
- Payroll/Benefits HR Administrator-Bella Vista POA
- EO Specialist-University of Arkansas
- Coordinator of Training & Benefits-Benton County
Government
- Human Resources Data Coordinator-Benton County
Government



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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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