



NOARK Human Resource Association Newsletter

May 2018

Issue No. 76

Dear NOARK 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--



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NOARK 2018 BOARD & Committee Chairs

[Amy Fisher, SHRM-SCP, SPHR](#)
President

[Tammie Edrington, PHR, SHRM-CP](#)



Welcome to the May edition of our NOARK Newsletter. I hope that many of you were able to attend the Arkansas SHRM HR Conference & Expo in Hot Springs a few weeks ago. That conference is one of many great benefits available to members of SHRM. Along with great conferences, that include certification credits and networking with so many HR colleagues, SHRM has a wealth of information available to its members on their website. I use it several times a week when I am researching positions or issues. The leadership at my organization recognizes the value in the information I am able to provide and has even asked me specifically to check on certain items with SHRM information. If you are not a member of SHRM, please consider joining so you have access to these events and information.

The speaker for our membership meeting this month is our very own Judith Tavano. Judith has been a speaker for NOARK in the past, and has a wealth of experience and knowledge in the area of generations in the workplace. She will be speaking this month on attracting and retaining millennials in the workplace. What do we as employers need to be doing differently in order to benefit from the value these employees bring to our organizations? I'm looking forward to hearing Judith's presentation and I hope you will join us.

As always, thank you to our sponsors and vendors who make it possible to provide meetings and services to you, our members. Please take a look at their information on our website and consider them when making selections for your organizations.

Thank you,
Amy

May 10th--NOARK Membership Meeting

ATTRACTING & RETAINING MILLENNIALS

We've all heard of the skills gap. We've all heard

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of the knowledge gap; but what about the Attraction & Retention Gap? HR practitioners everywhere are struggling to keep their organizations staffed with - you guessed it - Millennials. In February, 2018, the Bureau of Labor Statistics reports 51% of Millennials plan to leave their company's in the next 2 years. Another article around the same time notes 52% of Millennials view the concept of employee loyalty as "over rated". And on it goes, article after article.

What's an HR professional to do?

This session takes a look at what some of the strategies for closing the Attraction & Retention Gap might look like and how these strategies might just work for you. Join us and see for yourself.

Objectives

At the end of this session, attendees will have:

- a better insight into the successful attraction and retention of Millennials,
- tips and tools to improve attraction and retention strategies,
- a preview of what's to come...the Post Millennials



SPEAKER:

Judith Tavano, SHRM-SCP, SPHR, founder of TRAINIQUE, LLC and long-time educator at the University of Arkansas, has been studying the generations in the workplace for the past two decades. She has watched the Millennials rise up and the Boomers begin to move on. She has cautioned employers to not overlook their Gen Xers who are now, themselves, past their mid-lives and mid-careers, and she is watching with awe as the Post Millennials find their voice and enter the workplace. Judith calls herself a generational

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anthropologist; someone who studies the people who make up the generations. As HR professionals, the more we know about the people we serve, the better equipped we will be to close the attraction and retention gap.

Date: May 10, 2018
Time: 11:30am-1:00pm
Location:
Board of Realtors Building
314 N Goad Springs Road
Lowell, AR 72745

SHRM PDC's Approved and HRCI Credit Pending

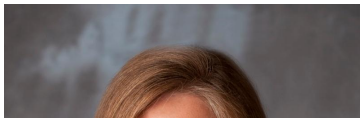
SAVE THE DATE!!!

June 14th "Legislative Update & Legislative Affairs"-- NOARK Membership Meeting

July 12th NOARK Membership Meeting

THE FUTURE OF HR: PROMOTING BUSINESS SUCCESS IN A CHANGING GLOBAL WORKPLACE

As an HR professional, you can play a significant role in promoting the success of your organization by understanding your business objectives and the changing environment - nationally and globally - in which you compete. In this session, you will learn the business skills you need to develop to become a strong contributor to the "bottom line." You will also review ways to leverage three key tools - analytics, leadership development, and workplace flexibility - to more effectively engage your human capital assets in fulfilling your business goals.



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Vendor Directory
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SPEAKER:

Sherry Johnson, SHRM-SCP, CAE

is Field Services Director for SHRM, based in Round Rock, Texas - in the Austin area. She supports the states of Alabama, Arkansas, Louisiana, Mississippi and Texas. Sherry serves as SHRM's staff liaison to the HR Certification Core Leadership Area; and, she is a member of the SHRM Speaker's Bureau.

Sherry has worked in the HR profession for over 20+ years with industry experience in not-for-profit community organizations, public education, and entrepreneurial experience as owner of a small business. Prior to joining SHRM as a staff member, in 2009, she served as president for her local SHRM affiliated chapter and she held a seat on the Texas SHRM State Council.

Sherry is an active community volunteer. She has served on her local district school board of trustees; she participated on a legislative advocacy group, working with state legislators to address educational issues affecting public school districts in Texas; and, for several years she served as the volunteer coordinator for the regional Special Olympics track meet.

Sherry currently serves on the Advisory Boards for the Concordia University-Austin Human Resource Management Degree Program and the South University-Austin School of Business.

Sherry holds a bachelor's degree in Business Management; and, she is currently working on her MBA through Tarleton State University. She received her Senior Certified Professional in Human Resources (SHRM-SCP) designation from the Society for Human Resources; and, she earned her Certified Association Executive (CAE) credential from the ASAE Certified Association Executive Commission. She is a graduate of the Texas Association of School Boards (TASB) Leadership Program, earning Master Trustee designation.

Date: July 12, 2018
Time: 11:30am-1:00pm
Location:
Board of Realtors Building
314 N Goad Springs Road
Lowell, AR 72745

SHRM PDC's and HRCI Credit Pending

July 13th HR Workshop

STRATEGIC PLANNING & BUDGETING WORKSHOP

The objective of this workshop is to discuss how HR professionals can execute a strategic plan to match their business goals; and, how to align their budget planning with their strategic plan. This workshop will focus on the business model strategic planning process that uses information from the organization's mission and goals (based on SWOT analysis) to determine the necessary strategies, objectives, action items, and specific responsibilities required to achieve the business goals, as well as a way to chart progress towards those goals. The workshop participants will complete the worksheets included in the training to develop a mission statement and strategic plan, and to review/revise their organization's bylaws in accordance with the newly developed strategic goals. We will discuss the importance of having a committee responsible for ensuring that the organization stays within the plan and budget, or understands the value of making mid-course corrections. Participants will also learn various group facilitation techniques that they can utilize in the workplace.

Workshop Objectives:

- Discuss the value of Strategic Planning
- Walk through the Strategic Planning Life Cycle
- Facilitate activities to write clear Mission and Vision Statements
- Facilitate activities to identify Primary Objectives
- Facilitate activities to develop SMART Goals
- Facilitate activities to develop Action Plans

- Facilitate activities to develop Action Plans
- Discuss the fundamentals of Strategic Budgeting
- Discuss execution of the Strategic Plan
- Discuss evaluation of the Strategic Plan



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Date: July 13, 2018

Time: 8:30am-4:00pm

Location:

JBU Rogers Center

Rogers, AR

Cost-

\$99 for NOARK members

\$129 for non-NOARK members

\$149 at the door.

Lunch will be provided.

SHRM PDC's and HRCI Credit Pending

SHRM Foundation FUNDRAISER

PROFESSIONAL HEADSHOTS:

MAY 10, 2018 - SIGN-UP NOW!

5-minute appointments between

- 10:45AM - 11:45AM
- 1:05PM - 1:30PM

Digital photos will be emailed to participants. \$20 early bird donation collected by May 8th or \$25 Event Day. Schedule your appointment via Sign-Up Genius at <http://www.signupgenius.com/go/30e094da9a629a13-2018>

CHAMPIONS

2 PRIZE DRAWINGS MAY 10, 2018

Pledge your commitment to SHRM Professional Development:

- Gold:
 - Your \$45 donation grants you Silver level benefits plus 1 free NOARK luncheon.
 - Silver:
 - Your \$30 donation grants you 2X Bronze level benefits (i.e. your name is entered

level benefits (and your name is entered twice in the monthly drawing.

- Bronze:
 - Your \$15 donation includes your name entered in the monthly prize drawing at 2018 NOARK meetings.

Donate by cash, check, or credit card at the monthly meeting a Committee Member at check-in will accept your donation or request an invoice by contacting Meg Doyle at: Meg.Doyle@PeopleStrategySolutionsLLC.com



2018 Wage and Benefits Committee News

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

We want your data!

It's our 27th consecutive year! Help us once again compile and report data in the following areas:

- 150+ 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 08/09/18 at the August NOARK SHRM meeting luncheon held in the NWA Realtors Office Conference Room in Lowell. The 2018 Compensation & Benefits Survey is sponsored by QualChoice.

We could not continue to provide this excellent resource without the ongoing participation from you -- the northwest regional Arkansas business community. We encourage you to join us -- the more data, the better! Flip this page over to see the categories for data for 2018. More information at www.noark.org or contact Sandy Sullins wageandbenefits@noark.org



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

NOARK Career Center!!!

- **Human Resources Manager--Northwest Arkansas Democrat-Gazette**
- **Human Resources Business Partner--Strong Ventures, LLC**

Welcome New NOARK Members!!!

- **Cindy Hoehner-Express Employment Professionals**
- **Madelyn Roberts-BNSF Logistics**
- **Amber Bauer-Walmart Stores Inc**
- **Sam Grincer-Walton Arts Center**
- **Brenda Meyer-NWACC**
- **Drew Rogers-Kelly Services**
- **Sarah Younger-NW AR Regional Airport**
- **Tonya Kaiser-NW AR Regional Airport**
- **Tammy Sexton-Walmart Stores Inc**
- **Amanda Funderburg-University of Arkansas**
- **Cheryl Adair-Lowe's**
- **Kayla Clark-Ozarks Electric Cooperative**
- **Renneka McChristian-Ozarks Electric Cooperative**
- **Amanda Bauer-Walmart Stores Inc**
- **Todd Dennis-Superior Linen Services**
- **Amanda Gray-1st Employment Staffing**
- **Sarah Hendricks-George's Inc.**

- **Gretchen Hunt**-Specialized Real Estate Group
- **Laveta Key**-Gall Excavation Inc.
- **Brenda Smith**-The Clorox Company
- **Mary Winkelman**-Delta Group Electronics



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!](#)

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