



## *NOARK Human Resource Association Newsletter*

July 2018

Issue No.

### **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*

### **2018 President's Message**



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

**[Amy Fisher, SHRM-SCP, SPHR](#)**  
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**[Tammie Edrington, PHR, SHRM-CP](#)**  
Past President

**[Sara Stealy, PHR, SHRM-CP](#)**



Here we are already halfway through the year, it doesn't seem possible that we are here in July. We are looking forward to our membership meeting on Thursday, July 12. Please keep in mind that we are meeting at a different location for this month. We will be at the Shewmaker Center at Northwest Arkansas Community College, and will be meeting at the regularly scheduled time.

Our speaker this month is Sherry Johnson, Field Services Director for the Society for Human Resource Management, who supports the state of Arkansas along with Alabama, Louisiana, Mississippi, and Texas. She will be speaking to us about our changing Global Workplace and Human Resources' part in helping shape our organizations' business goals. Sherry will share three tools to help you effectively engage your human capital assets in order to meet those business goals. This session has been pre-approved for one hour of SHRM PDC and HRCI Business credit.

The next day, July 13, Sherry will also be presenting a workshop, "Strategic Planning & Budgeting Workshop". This workshop will discuss how you can execute a strategic plan to match your business goals. This information will be helpful to HR professionals who are looking to be a strategic partner in their organizations. This workshop will be held at John Brown University's Rogers Center, at 2807 W Ajax Ave #200, Rogers, AR 72758. The phone number there is 479.631.4665. This session has been pre-approved for 6.75 SHRM PDCs and 6.8 HRCI Business Credits. There is a registration fee for this workshop and more information can be found at:

[https://www.noark.org/strategic-planning-budgeting-workshop-event-details\\_281](https://www.noark.org/strategic-planning-budgeting-workshop-event-details_281)

lunch will be included. Please go online and register for this session as soon as possible to

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NOARK Chapter Administrator

Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas 72702

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help us with planning.

NOARK is providing another opportunity for your certification needs on August 10, 2018. This is an all day workshop presented by Greg Davidson, the founder of The Nature of Strategic Thinking. This workshop is entitled, "The 6 Principles Governing the New Strategic HR Professional," and will help you navigate the changing world of HR. Our world does seem to change very frequently; my job now is very different than it was just five years ago, so I am looking forward to the information in this workshop and being able to put it to practical use for my own job. This workshop will also be held at the John Brown University Rogers Center, and more information can be found at [https://www.noark.org/the-6-principles-governing-the-new-strategic-hr-professional-event-details\\_284](https://www.noark.org/the-6-principles-governing-the-new-strategic-hr-professional-event-details_284)

This workshop has been pre-approved for 6 SHRM PDCs and HRCI Business credit is pending.

One of NOARK's goals this year was to be intentional about providing more re-certification opportunities for our members, especially those needing HRCI Business credits. I am excited that we have these summer opportunities available, and I am planning to take advantage of them myself.

As we mentioned at our June membership meeting, Arkansas Physical Health and Rehab will be providing chair massages for our members during the July membership meeting. Plan to take a few minutes to relieve some stress while you are there for our meeting.

Our sponsor for July's meeting is LifeLock a company that can help you protect your identity after a data breach. We are so thankful for their support of our chapter. They will have information available for you at our meeting, and more information about them will be available on our website.

Thank you,

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



**Thank you to  
"LifeLock" our July  
2018 Meeting  
Patron Sponsor**

**The JOB GUIDE**

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

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

**Thank you to  
"QualChoice" our 2018  
Wage & Benefits Survey**

Amy

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### **"Member Connect"**

Join us prior to the monthly membership meeting in July for New Member Connects. If you are a new member to NOARK, or are a seasoned member in need of a review, New Member Connects is where you are going to learn the ins-and-outs of NOARK and the benefits of your membership.

As the Vice-President and Membership Chair, I will be hosting a brief orientation focusing on NOARK's membership and all of the resources, values, and benefits that there is to offer you from your commitment to our association.

Please register This is a free event.

Thanks, Sheila

**Date: July 12, 2018**

**Time: 10:30am-11:00am**

#### **Location:**

**Shewmaker Center, Walmart  
Auditorium  
1000 SE Eagle Way,  
Bentonville, AR 72712**

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### **July 12th --NOARK Meeting**

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

Sponsor

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workplace flexibility - to more effectively engage your human capital assets in fulfilling your business goals.



**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:**

**Shewmaker Center, Walmart**

**Auditorium**

**1000 SE Eagle Way,**

**Bentonville, AR 72712**

**1 Hour SHRM PDC's and HRCI "Business"  
Credit**

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## **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
- Discuss the fundamentals of Strategic Budgeting
- Discuss execution of the Strategic Plan
- Discuss evaluation of the Strategic Plan



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**Sherry Johnson, SHRM-SCP, CAE**

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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.**

**6.75 SHRM PDC's and HRCI "Business" Credit**

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**Coming Soon...2018 NOARK Compensation & Benefits Survey Report**

The online submission window has closed for the 2018 Survey. We want to thank those that participated, we really appreciate your time and effort in the data submission process. 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.

**SPEAKER: Blair Johanson, Principle Partner and Co-Owner of two Fayetteville, AR based companies- Johanson Group and DB Squared, LLC.**



We could not continue to provide this excellent resource without the ongoing participation from you -- the local and regional Northwest Arkansas business community. The 2018 Compensation & Benefits Survey is sponsored by QualChoice.

More information at [www.noark.org](http://www.noark.org) or contact [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org)

Committee Chair: Sandy Sullins  
Co-Chair: Tiffany Barnes

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## **THE 6 PRINCIPLES GOVERNING THE NEW STRATEGIC HR PROFESSIONAL**

In most strategic conversations there is a moment of truth that divides the true HR professional from all other pretenders. This 6-hour workshop is designed to help the HR professional navigate the changing world of HR. With the digitization of HR, cloud HRM, increasing risks to privacy, social responsibility, and the pending AI revolution, understanding people and linking their behavior to strategic objectives has once again become the central challenge of any organization.

In 2018, every HR pro should be prepared to talk about the key elements of their work in both formal strategy sessions and in everyday, one-on-one hallway discussions. Using the six principles of strategic thinking the New Strategic HR Professional can bring wisdom, judgement, and insight into the conversation when it matters most.



**SPEAKER: Greg Davidson**

Several years of consulting assignments made it clear that the leverage a company or an individual enjoys is almost always due to how they manage

employees almost always due to how they manage talent. The best strategic thinkers are driven by personalities rather than market positions. And yet, strategy conversations seem much more focused on organizing, delegating, and scheduling goals rather than on how to create personal and organizational leverage.

Greg Davidson founded The Nature of Strategic Thinking in 2007 with the idea that strategy was about creating synergy and market leverage. Greg's consulting career started with Stephen R. Covey and the Covey Leadership Center and included senior executive positions in the merged FranklinCovey Company. He was the Managing Director for FranklinCovey Europe and has lived and worked internationally for six years. Before his consulting career, Greg worked at 3M and, as an analyst, did research for First Interstate Bank, Space Dynamics Laboratory, AT&T and World Bank.

Greg has a Masters Degree in Econometrics from the University of California, San Diego and is currently one of 30 nationally recognized HR professionals who serve as Technical Advisers to the ISO TC260 for HR Standards and Metrics. He is GPHR and SHRM-SCP certified. The Nature of Strategic Thinking, a small consulting firm that builds strategic competency. Clients include some of the world's most admired organizations including Boeing, Walmart, Tyson Foods, Toyota, and Southwest Airlines. Greg has spent over 20 years helping companies and organizations develop leaders and increase effectiveness.

**Date: August 10, 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.**

**6 SHRM PDC's and HRCI "Business" Credit**

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Arkansas SHRM  
**ELLA**  
Employment Law & Legislative Affairs Conference

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[ELLA.arshrm.com](http://ELLA.arshrm.com)

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- **Staffing Specialist-1st Employment**
- **Human Resources Manager-**  
Fayetteville Public Library
- **Human Resources Manager-**  
KerussoActiveWear
- **HCM Core Functional Lead-University**  
of Arkansas

- **Corporate Recruiter-BNSFLogistics**
- **Insurance Claims Adjustor-Workers' Compensation or General Liability-Walmart-Claims Management Inc.**

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## **Welcome New NOARK Members!!!**

- **Andrea Newby, The Artist's Laboratory Theatre**
- **Robin Archer, Northwest Arkansas Newspapers, LLC**
- **Hillary Palmer**
- **Giuliana Tartarini, Wal-Mart Logistics**
- **Michelle Whitney, Alternative Design**
- **Wendell Jackson, Wal-Mart Logistics**
- **Stephanie Allen, McDonald Eye Associates**
- **Kate Starnes, Cross, Gunter, Witherspoon, & Galchus PA**
- **Rick Roderick, Cross, Gunter, Witherspoon, & Galchus PA**



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 their 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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