



## *NOARK Human Resource Association Newsletter*

Aug 2018

Issue No. 79

### **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*

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## 2018 President's Message



August has always been a month of beginnings for me since I was a teacher in my former profession. I love the thought of getting back into a routine after a summer of relaxing and vacations. Even now that I am in a different profession, August still feels like a good month to think about beginnings and schedules. As you get your schedules planned for the next several months I hope you will keep NOARK as part of your regular monthly schedule for your professional development and networking with each other.

I would like to say a big thank you to our Wage & Benefits Survey committee, especially the chair, Sandy Sullins. They have spent many hours getting the survey ready, communicating to all of you about participating, and then getting everything together once the data was submitted. The Johanson Group has done excellent work for us for several years in collating and making sense of the data so it is useful to us. Thank you also to all of you who participated, your data is what makes this instrument so valuable. I use the survey frequently in compensation analysis, it is an invaluable tool for me. Blair Johanson from the Johanson Group will be presenting the findings from our 2018 survey data, and the survey will be available for purchase. You can also go to [NOARK.org](http://NOARK.org) for more information about purchasing a survey for use in your organization.

On Friday, August 10, Greg Davidson, the founder of The Nature of Strategic Thinking will be presenting an all day workshop entitled, "The 6 Principles Governing the New Strategic HR Professional." This workshop 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 be held at the John Brown University Rogers Center, and more information can be found at <https://www.noark.org/the-6-principles->

## NOARK 2018 BOARD & Committee Chairs

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Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas 72702



[governing-the-new-strategic-hr-professional-event-details\\_284](#). This workshop has been pre-approved for 6 SHRM PDCs and 6 hours of HRCI Business credit.

Thank you,  
Amy

### Compensation Trends & Strategies 2018

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

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

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

**The JOB GUIDE**

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

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

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HEALTH INSURANCE

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

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

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## 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 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

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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**

### ***NATIONAL WELLNESS MONTH***

All during August, National Wellness Month focuses on self-care, managing stress and promoting healthy routines. Create wholesome habits in your lifestyle all month long and see how much better you feel!

Research has shown self-care helps manage stress and promotes happiness. Whether you challenge yourself to a new yoga pose or try a different spa treatment, make a small change and impact your health in positive ways.



**REGISTRATION COST INCREASES AFTER 8-1**  
<https://ELLA.ARSHRM.com>

Arkansas SHRM  
**ELLA**

The graphic features a blue border and includes a small portrait of a man in the bottom left corner, set against a background of the Arkansas state flag.



Join CGWG Attorney, Missy McJunkins Duke, for this hands-on training session addressing the Family and Medical Leave Act (FMLA). In the morning, participants will learn about who is eligible for FMLA, how to determine coverage, and how to develop the internal communication necessary to timely and appropriately offer FMLA to employees. The training will also address the interplay among the FMLA, Americans with Disabilities Act (ADA), and workers' compensation. Attendees will also learn how to handle leave as a reasonable accommodation under the ADA.

In the afternoon, the participants will receive significant training on what FMLA forms to send, when to send the forms, how the forms should be completed, and how to track receipt of forms by employees. The participants will engage in a forms workshop, completing FMLA forms while utilizing best practices in administering leave issues. Finally, the training will include leave scenarios and ample time for questions and answers.

**[Register Today!!!](#)**

**FREE EVENT:**

**DON'T TAKE A CHANCE: THE 2018  
EMPLOYEE BENEFIT PLAN UPDATE**

**Date: August 28, 2018**

**Time: 7:30am-12:00pm**

**Location:**

The Jones Center  
922 E Emma Ave  
Springdale, AR 72764

**Sponsored by:**



**4 Hours SHRM PDC's and 4 HRCI "General" Credit Hours**

**REGISTER TODAY!!!**



**NOARK Awarded Innovation Grant  
To Aid the Employment of Separating and  
Retiring Military Officers**

The northwest Arkansas chapter (NOARK) of the Society for Human Resource Management has been awarded an innovation grant to support its military veterans initiative from the SHRM Foundation, an affiliate of the Society for Human Resource Management (SHRM).

The announcement was made in late June at the SHRM 2018 Annual Conference & Exposition in Chicago. NOARK's grant was one of six awarded nationally by the foundation.

NOARK will use the grant money to build a program to assist military officers transition from high level military service to placements in the civilian workforce in which they can thrive and grow. Initial activities will

focus on gathering resources and forming partnerships to aid transitioning military officers who specifically want to return to northwest Arkansas, are interested in employers located in northwest Arkansas and/or are from northwest Arkansas, seeking employment anywhere in the U.S.



## **2018 SHRM Learning System for SHRM-CP/SHRM-SCP**

Establish yourself as a globally recognized human resource expert by earning the standard in HR certification: SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®).

The University of Arkansas Global Campus is the only SHRM Education Partner in the state. This intensive 16 week program combines expert instruction with the SHRM Learning System® for SHRM-CP/SHRM-SCP, so you will learn faster, retain more knowledge and stay on track for success on the exam.

Details

- August 23 - December 13, Thursdays 4:30 - 7:30 pm
- Flexible Attendance Options: Face-to-face or Online
- \$1,299 (includes The SHRM Body of Competency and Knowledge)

Register Today!!!

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

- **HR Specialist**-University of Arkansas-- Admin Building
- **HR Generalist**-Hope Cancer Resources

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

- **Kelli Parker**, Walton Arts Center
- **Courtney Paynter**, Simmons Foods Inc
- **Tammy Springwater**, Hope Cancer Resources
- **Ivette Wooton**, George's Inc



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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