



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

NOARK Human Resource Association Newsletter

Sept 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 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

2018 President's Message



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BOARD & Committee Chairs

[Amy Fisher, SHRM-SCP, SPHR](#)
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[Tammie Edrington, PHR, SHRM-](#)



We are pleased to welcome Elise Mitchell as our speaker for September's monthly membership meeting. Elise is an award-winning communications specialist who grew her company more than 500% in five years. She will be presenting to us on the topic of leadership, specifically how to handle uncertainty and detours, as well as becoming empowered and balancing work and life. Elise has presented for the Arkansas SHRM HR Conference and Expo and we are looking forward to her presentation with us.

One of Arkansas SHRM's premier events for the year is the 1th Annual Employment Law and Legislative Affairs (ELLA) conference. The conference is in Little Rock at the DoubleTree Hotel and Robinson Center on September 20 - 21. The speakers this year include Governor Asa Hutchinson, Rick Roderick (Cross, Gunter, Witherspoon & Galchus), Emily Dickens (Society for Human Resource Management) and many others. I always leave this conference with important up-to-the-minute legislative information that I put to use each day in my work. Registration is limited and most years is sold out, so if you are planning to go, please register as soon as possible. You can find more information about the conference at this link:

<https://ella.arshrm.com/>.

I look forward to seeing you at our membership meeting next week and at the SHRM ELLA conference on September 20-21.

Thank you,
Amy

"Leading Through the Turn" September 13th NOARK Meeting

This is a leadership-focused presentation designed to equip and inspire leaders at all levels. Elise will reference her book, "Leading Through the Turn" (McGraw Hill 2017), and incorporate a compelling destination/journey message that encourages leaders to "make the journey matter." Primary leadership lessons include:

- Deal with uncertainty
- Navigate detours to find opportunity

CP

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NOARK Chapter Administrator

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PO Box 1016
Fayetteville, Arkansas 72702

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View our profile on 

- · Become an empowering leader
- · Enjoy the ride (work/life balance)



SPEAKER: Elise Mitchell

Elise is an accomplished strategic communications professional and business leader whose entrepreneurial spirit helped build Mitchell from scratch into one of the top 10 fastest-growing firms globally, a two-time Agency of the Year winner and Inc. 500/5000 Fastest Growing Company. The company's client portfolio includes well-known brands such as: Walmart, Procter & Gamble, Hilton Worldwide, Kraft, Del Monte, Canon, Merck and others. Under her leadership the company grew more than 500% in five years. In recognition of her accomplishments, Elise has received numerous awards including Agency Professional of the Year, Entrepreneur of the Year, and a Top 50 Power Player. At the end of 2012, Elise sold Mitchell, and today it is the leading PR agency brand in the world's fastest growing marketing communications companies, Dentsu Aegis Network. In addition to her role at Mitchell, Elise is leading efforts to build a PR brand for the network.

Prior to founding Mitchell, Elise worked on both the agency and corporate sides of the business serving as the top public relations executive for Promus Hotel Corporation and holding various leadership roles at three advertising and public relations agencies.

2018 NOARK Compensation & Benefits Survey Report is complete.

The 2018 Wage and Benefit Survey is now available, go to noark.org to get your copy today. We want to thank those that participated, we really appreciate your time and effort in the data submission process. 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.

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NOARK
Sponsors!!!**



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

Coming up next.... the Vendor Survey is currently in progress with results expected in October. If you have questions about the Vendor Survey, please submit them to noarkwageandbenefits@noark.org.

More information at www.noark.org or contact noarkwageandbenefits@noark.org.

WHERE ARE YOU ON #METOO?

October 11th NOARK meeting

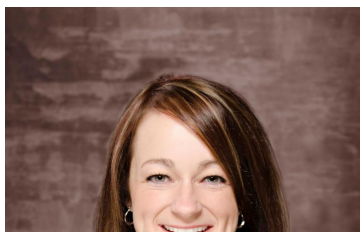
#MeToo has highlighted the uncomfortable fact that we haven't moved the needle on gender practices as much as we've thought or hoped. How do we, as organizational leaders, structure our practices so that we are modeling and promoting equal and ethical treatment for all? How do we have generative conversations that strengthen our workplaces? How do we set up BOTH genders for success? Kristi Spaethe will share insights & recommendations gleaned from their work as organizational change agents to help you strengthen your organization's approach to this important reality.

Agenda includes:

- Overview of #metoo and Other Recent Movements
- Effects in the Workplace
- Discussion on How We Move Forward on Gender Equity in the Workplace
- Protecting our Business (Proactive and Reactive address)

Learning objectives:

- Realization of the impact of the movements on our workplaces
- Understanding of the inequities that remain
- What actions we can take to address those inequities
- How to create an even environment
- How to react to sexual harassment in the workplace



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our 2018 NOARK Name
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Wage & Benefits Survey
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**Thank you to our
vendors in the
NOARK Vendor
Directory!!!**

View the
Vendor Directory
[Here!](#)

**SPEAKER:**

Kristi Spaethe is President and Principle Consultant of The People Perspective, LLC, an HR Consulting firm helping organizations realize their Best Practices in Human Resources. Additionally, Kristi serves as an adjunct instructor for Tulsa Technology Center. With over 10 years' experience in "all things HR", Kristi's past experience includes companies such as QuikTrip, Solvay, NORDAM and SBS Industries.

Kristi earned a Bachelor's Degree in Psychology with a Human Resources Development option and also holds the PHR and SHRM-CP certifications.

Currently, Kristi serves as the President of the Tulsa Area Human Resources Association and has served in other board roles with the association since 2014. Kristi also gives back to the community by giving her time to non-profit organizations such as Women in Recovery, where she uses her expertise to assist the participants in being workforce ready.

**SAVE THE DATE...November 8th
2018 NWA Supervisor's Conference**

You are a supervisor, manager, or human resources professional. You know that no matter what your job is, "Job One" is the managing of people. Everything else goes just a little easier when your people are happy and productive. The more you know about effectively managing people in today's ever-changing workplace, the better equipped you are to solve problems, encourage engagement, and align the efforts of your department with your organization's overall mission - and if you attended last year's conference - or heard about it - you know our presenters are experts in providing managers and supervisors with what you need to know, and do, to successfully and lawfully


manage people.

The 2018 NWA Supervisors' Conference is your one-day, all inclusive supervising and managing people experience. Whether you are new to supervising or an experienced manager, this conference is for you!


For more info www.noark.org

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

Arkansas SHRM
ELLA
Employment Law & Legislative Affairs Conference



KEYNOTE: Arkansas Governor Asa Hutchinson



KEYNOTE: Emily M. Dickens
SHRM's Chief of Staff

TOPICS FOR 2018

- Closing Keynote with Arkansas Governor Asa Hutchinson
- SHRM Public Policy Initiatives with SHRM's Emily M. Dickens
- Medical Marijuana in Arkansas with Stuart Jackson
- Preventing Violence in the Workplace with Rick Roderick
- Arkansas and Federal Legislation - What's Happened and What to Expect with Wayne Young
- Cybersecurity & Your Health Plan with Janet Downs
- What's New at the EEOC with Debra Finney
- Immigration Law Updates with Misty Wilson Borkowski
- Pay Equity—Implications & Obligations with Robert Lemke

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Arkansas SHRM State Council, Inc.

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11.25 hours SHRM PDCs, HRCI & CLE pending

September 20-21, 2018
Robinson Center & DoubleTree Hotel of Little Rock

UPDATE: 11.25 SHRM PDC's, 11.25 HRCI "General" Credit Hours-Includes 5 "Business" Credits and 11 hours of General CLE's.

Fall Professional Development Opportunities

NOARK has partnered with the University of Arkansas Global Campus to promote HR education.

The following course will award SHRM recertification hours, and NOARK members get a 10% discount with coupon code 'NOARK 18'.

Innovative Management Series Transitioning to Manager SEPT 7, 8:30 A.M. - 4:30 P.M. \$249

Recruiting, Interviewing, Hiring and Onboarding OCT 26 8:30 A.M. - 4:30 P.M. \$249

Concealed Carry, Safety, and Privacy in the Workplace SEPT 11, 8:30 A.M. - 12:30 P.M. \$149

Strategies for Dealing with Difficult People and Conflict Negotiation SEPT 12, 8:30 A.M. - 4:30 P.M. \$299

Delivering Outstanding Customer Service SEPT 21, 8:30 A.M. - 4:30 P.M. \$299

Emotional Intelligence in the Workplace NOV 2, 8:30 A.M. - 4:30 P.M. \$299

Register Today!!!
<https://training.uark.edu/>



ARKANSAS SHRM 2019 HR CONFERENCE AND EXPO • APRIL 3-5 • HOT SPRINGS, ARKANSAS

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.



NOARK Career Center!!!

- **Assistant Director of Benefits-**
University of Arkansas--Admin Building
 - **HR Director**-City of Fayetteville
 - **HR Manager**-Saatchi & Saatchi X
-

Welcome New NOARK Members!!!

- **Robin Barker**, McKee Foods
- **Eunice Alberson**, University of Arkansas
- **Michael Denson**, Simmons Food, 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 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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