



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

NOARK NEWS

FEB 2019

Issue

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*

2019 President's Message



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**Welcome our new 2019
NOARK Board and Comm
Chairs**

[Sara Staley, PHR, SHRM-CP](#)
President

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

[Sheila Moss, SHRM-SCP, SHRM-CP](#)
President Elect



It's February and love is in the air....as our monthly membership meeting is falling on that national day of love, Valentine's Day. And what I can promise you will love - our program "Managing Through Change" given by nationally recognized speaker Jennifer Lee. I had the wonderful opportunity to hear this program and Jennifer at SHRM's Volunteer Leadership Summit in Washington DC this past fall and it was amazing! We are extremely fortunate to be able to offer such a great program and I hope you all will gain some insight into how to help your organizations handle change.

And don't forget to sign up for the Leadership Workshop after the meeting where Jennifer will delve deeper into the concepts she presents during the regular meeting. It should be filled with rich and engaging content. And something else that is exciting is that we were able to get this workshop approved for Business HRCI recertification credits. You will register for this workshop the same way you register for our membership meetings on our website where you will also find the program and activity IDs.

I can't wait to see all of you this Valentine's Day and be able to spread the love to you, our wonderful members who we really love the most!

Sara
NOARK President

February 14th NOARK Meeting - "Managing Through Change - 4 Steps To Guide You Through Turbulence" with Workshop to follow...

Time:
11:30am-1:00pm
Location:
NWA Board of Realtors
314 N Goad Springs Road
Lowell, AR 72745

Time:
1:30pm-3:30pm
"Managing Through Change Workshon"

President-Elect

[Cindy Ruffing, SHRM-SCP,](#)
Vice-President, Membership

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[Tammy Sexton](#)
Young Professional

[Cathleen Hoffman, SHRM-S](#)
[SPHR](#)
NOARK Chapter Administratc

Telephone: 479.305.2466
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Fayetteville, Arkansas 72702

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Change is good right?

Change is good, but it's definitely not easy. When you transform the way you do business, there is a rollercoaster of emotions and reactions and not that many smiley face emojis. Even when the change is needed, the transition can be difficult, frustrating and even immobilizing if it isn't handled properly. As a leader, how do you manage the stages of change and share a clear vision of hope and certainty? How do you lead your team forward confidently and assertively and keep morale high along the way? In this dynamic, information-packed session loaded with real-life examples, we give you the tools you need to lead change successfully. Arm yourselves with coaching tips and insights on how to impact the four stages of change and move your team along the continuum: past shock and denial and on to exploration and commitment.

SPEAKER: Jennifer Lee

Jennifer Lee is an experienced keynote speaker, engaging educator, and talented facilitator. Jennifer has over 15 years of learning and development experience with a robust background in luxury hospitality, human resources, and training. As the former Learning and Development Director at the AAA Five Diamond-rated Waldorf Astoria Chicago and the former Learning Manager at The Four Seasons Hotel in Chicago, Jennifer brings a rich perspective in leadership, management, service, hospitality and presentation skills training.

Jennifer works with both local and global companies including Abbott, Lurie Children's Hospital, Subaru, Discover, Omnicom Group, and the Chicago Fire. She was recognized by The New York Times for the training she developed to foster "intuitive service" in organizations and by Forbes for her expertise on executive presence. Jennifer was rated the #2 speaker at the Society for Human Resource Management Annual Conference, and was recently a keynote speaker at the SHRM Volunteer Leaders Summit. When she is not presenting, Jennifer can be found checking off her bucket list, which still includes attending the Oscars at least once in her lifetime.



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<https://youtu.be/0xux6XbQg8g>

March 14th NOARK Meeting "The Art of Awkward"

As Human Resources Professionals and leaders of our organizations, our days are filled with awkward and uncomfortable situations. It's human nature to turn and run in the other direction when we encounter these situations. Whether it is having a hard conversation or calling someone on their behavior, this is hard stuff and takes a mind shift and PRACTICE to get good at. This session is designed to provide the tools to not only deal with "awkwardville" but grow from it.

Our agenda includes:

- The need for HR Professionals and Leaders to wade into "awkwardville"
- The 5-step process for moving through the uncomfortable
- Introduction to "Radical Candor"
- Using Radical Candor in:
 - Feedback
 - Teams
 - Calling out behavior

Learning objectives:

- Increased awareness around personal triggers of discomfort
- Development of a process to use in these encounters
- Gain knowledge of Radical Candor

Applicability of Radical Candor that can be used in personal and professional settings.

Presented by Kristi Spaethe, SHRM-CP, PHR



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. 5392 AR-112, Springdale, AR 72762

Location Change for March Meeting
"The Barn at the Springs"
5392 AR-112, Springdale, AR 72762



"The Barn at the Springs"

Check out the new...NOARK Legislation Blog

Written by Kelly Majdan, NOARK Legislative Chair

https://www.noark.org/legislation-blog_id69

NOARK Photograph/Videotape Release

The undersigned understands that the Northwest Arkansas Human Resources Association ("NOARK") will photograph/videotape the undersigned in connection with the NOARK event; and the undersigned hereby consents to such photographing/videotaping by NOARK and to the use of such photographs/videotape by NOARK as it may choose within its discretion in any media. NOARK shall have exclusive ownership of the photograph/videotape.

This statement is being added to our membership application. If you have already joined/renewed for 2019 and you want to opt out please contact Cathleen at info@noark.org

2019 NOARK Programs

We're excited to have Jennifer Lee as our guest speaker this month. If you haven't signed up yet what are you waiting for?

NOARK is working on a fantastic lineup for our 2019 programs. As always we strive to provide you with programs with recertification credits and topics that you can take back to the office and implement.

Here's a sneak peek at some of the things you have to look forward to, be sure to Save the Date for these meetings:

- March 14 - "The Art of Awkward" -Kristi Spaethe, SHRM-CP, PHR
- April 3-5 - AR SHRM HR Conference, Hot Springs
- May 9 - TBD
- June 13 "Transforming Feedback - From Fear to Fierce!"- Linda Clark, MHRM, SPHR, SHRM-SCP, CMC
- July 11 - Tentatively Sarita Maybin - National Motivational Speaker, Communications Expert, and Author
- August 8 - Wage & Benefits - Program TBD
- September 12 - Diversity Month - Program TBD
- October 10 - TBD
- November - 2019 Supervisors Conference
- December 12 - End of Year Celebration

Stay tuned for more details, www.noark.org, on these programs, more workshops, and additional opportunities to be an active part of the HR industry in Northwest Arkansas.

Hope to see you on Thursday!

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. The 2018 Compensation & Benefits Survey is sponsored by QualChoice.

The Vendor Survey has been completed and is currently available, get your copy today. 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.

Early Bird Cost Ends on 2-28.



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Keynote Speakers (from left): Robert English, Matt Birk, Dr. Samuel Jones

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FOR MORE INFO, GO TO: **HR2019.org**

**AT THE FEBRUARY 14TH NOARK MEETING WE WILL BE GIVING
AWAY AN ATTENDEE REGISTRATION FOR THE AR SHRM HR
CONFERENCE & EXPO...YOU DON'T WANT TO MISS THIS
OPPORTUNITY!!!**

**It's that time again...It's time to renew
your 2019 NOARK membership. We
have lots of great things in store for
you this year!!!**

**Go to the website and look at the
various committees that are available
for you to join--make this the year you
really get involved and make a
difference.**

**When you renew please take some
time to go to your profile and update
as needed.**

NOARK Career Center!!!

- **HR Benefits Manager**-Pace Industries
- **Director of HR**-City of Bella Vista
- **HR Manager**-Walton Arts Center

Welcome New NOARK Members!!!

- Herandy Diaz Martinez - Student
- Ashley Autrey - Ball MetalPack
- Tracy Riggins - George's Inc
- Tracey Cox - Vibrational Change
- Sara Weaver - Mitchell Communications
- Erin Bergman - Wal-Mart Stores, Inc
- Katie Koch - Student
- Lynne Stinson - Regions Insurance
- Christie Martin - Cameron Smith & Associates
- Austin Stricker - McKee Foods Corporation
- Sina Saunders - Capella Education Company
- Sarah Miller - JB Hunt Transport Inc
- Abbigayle Garringer - John Brown University

AFFILIATE OF



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 performance 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 Resources Association, PO Box 1016, Fayetteville, AR 72701

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