



## NOARK NEWS

June 2019

Issue No. 89

**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*

### 2019 President's Message



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

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



Sweet Sweet Summer! It's finally here. Sunny days and warmer weather, kids out of school and vacation time. Summer is a great time to reflect on the year so far and what is left to come. I, for one, enjoy this time of year the most. And our program to kick off the summer this month a wonderful reminder of the power of influence we have as Human Resource Managers when it comes to providing key communication and feedback to those employees who we support day in and day out. Often times, amongst all the many heavy responsibilities that come with our place in HR, the feedback piece is one that can get overlooked and given a lesser priority.

However, to those on the other end of the feedback, it is the most important thing and carries a huge impact on their overall perception and morale relating to themselves and their place in an organization. Learning to communicate effectively to lessen the tension in those more serious conversations or being able to provide constructive rather than negative feedback is something that takes thought and preparation.

This month Linda Clark will give us pointers and help to guide us to understand the sheer power of our words as HR professionals and how to create practical and useful plans for effective communication. It's going to be a wonderful program that you can take straight back and implement within your own organizations. You don't want to miss it.

And as always, it is such an honor to be a part of this wonderful organization. I appreciate being able to serve you as HR professionals each and every month.

Sara Staley, CSP, PHR, SHRM-CP  
NOARK President



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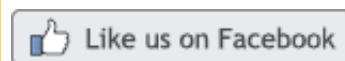
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NOARK Chapter Administrator

Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas 72702





**JOIN US FOR COFFEE & LEARN MORE ABOUT NOARK!**

See you at one of the following dates/locations!

**June 12<sup>th</sup>, 9:00am**  
Onyx Coffee, Springdale  
7058 W. Sunset Ave

**June 13<sup>th</sup>, 3:30 pm**  
Starbucks Coffee  
Joyce & College, Fayetteville

**June 14<sup>th</sup>, 9:00am**  
Onyx Coffee, Springdale  
7058 W. Sunset Ave

RSVP appreciated [cindy\\_ruffing@chs.net](mailto:cindy_ruffing@chs.net)




## June 13th - NOARK Meeting "Transforming Feedback: From Fear to Fierce"!!!

### Time:

11:30am-1:00pm

### Location:

NWA Board of Realtors  
314 N Goad Springs Road  
Lowell, AR 72745

This session considers feedback and the sense of apprehension and tension that surrounds the conversation from all sides. We'll talk about types of feedback, including those beyond evaluation, the importance of balancing styles, and understanding the powerful influence of feedback. We'll spend time understanding what happens when we receive feedback, and what interferes with feedback becoming actionable. The ability to move through conflict, including competitive listening and de-escalating situations to move forward into environments that are innovative and creative. Participants will gain self-awareness about

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and creative. Participants will gain self-awareness about their own relationship with feedback, and how to support others for success with feedback. Emphasis on interpretation of the message and the decision structure for action.

### **Objectives:**

- Create a practical, personal plan for feedback shifting from tension to open reception
- Discuss navigation of feedback conversations including setting boundaries, gaining clarity and creative problem solving
- Articulate an understanding of relationship and identity triggers that create feedback tension
- Critically assess feedback intentions and messages, making an informed decision to accept or reject feedback, and creating an action plan if needed.
- Demonstrate the ability to participate in feedback conversations in all directions

**Speaker: Linda Clark, MHRM, SPHR, SHRM-SCP, CMC**



### **Bio:**

With nearly two decades of experience in strategic human resources and operation leadership, Linda is the principal behind a dynamic organizational development and human resources consulting practice. Skilled in creating and sustaining innovative cultures using effective feedback and strategic people operations, Linda combines peak performance, authenticity and personal presence to maximize success for individuals and organizations. Linda offer an exceptional reputation of radical operational focus centering respect and empathy at all levels. Today, Linda is an in-demand professional speaker fluent in topics of group and team dynamics, feedback,

[Here!](#)

communication competency, and coaching. Her signature charismatic and engaging presentations are driven by her passion for service, offering unparalleled learner-centered environments punctuated by storytelling and humor.

Speaking at more than 60 events in 2018, Linda speaks in front of thousands of people each year including executives and senior leadership, professional and industry conferences and organization, and teams in a variety of industries. Her topics range from building and leading effective teams, leadership and organizational development, the art and competency of giving and receiving feedback, adapting and thriving with change, and the power of our individual brand and voice as we contribute to collaborative environments.

**HR Certification Hours:**

**1 SHRM PDC**

**1 "General" HRCI**

**July 11th NOARK !!!**

**"How to Maintain High-Touch Relationships in High-Tech Times"**

**Time:**

**11:30am-1:00pm**

**Location:**

**Hilton Garden Inn**

**1325 N Palak Drive**

**Fayetteville, AR 72704**

From Facebook to email and texting, technology has taken over as the primary means of communication. Yet conversations are still a crucial part of relationship-building, both professionally and personally. This upbeat presentation will provide real-life communication strategies for maintaining "high-touch" relationships in "high-tech" times.

**Presentation highlights include:**

- How to compose reader friendly emails
- High-Tech Checklist: Find out whether your cell phone behavior is respectful or rude
- 3 clues that you should choose to call rather than email or text



- Text Talk: Cracking the code of cross-generational communication
- Sarita's Survey: What the tech savvy suggest for staying connected

### **About the speaker...**



Sarita Maybin is an international speaker, communication expert and author whose audiences have fun learning how to stay positive, constructively confront tough communication situations and work together better.

During her 20-year speaking career, Sarita has spoken in ALL 50 states as well as Puerto Rico, Mexico, Jamaica, Canada, England, Asia, Iceland...and on the prestigious TEDx stage. Her clients include Hewlett Packard, Kaiser Permanente, Los Angeles County, Department of the Navy and University of California, among others.

Sarita is a former university Dean of Students with a Master's degree in Counseling, a Toastmasters Humorous Speech Contest winner and a Past President of the National Speakers Association, San Diego chapter. She has also been interviewed by the media about her book "If You Can't Say Something Nice, What DO You Say?"

**HR Certification Hours:**  
**1 SHRM PDC**  
**HRCI Pending**

# **NOARK July 11th -After Class: Fundamentals of Workplace Violence**

## **Time:**

**1:30pm-4:00pm**

## **Location:**

**Hilton Garden Inn  
1325 N Palak Drive  
Fayetteville, AR 72704**

## **Description:**

Incidents of workplace violence make the headlines far too often, and the news is often filled with frustrated discussion of missed opportunities for prevention. The harm to employees caused by workplace violence is rightfully the priority of focus, but it also poses operational, financial, and reputational risks that can have serious disruptive effects on your organization.

Smart businesses continually assess potential risks to their business. But today's world the range of threats to businesses and their employees and customers seems to be ever-increasing and frequently changing. How do we conduct risk assessments in a way that both secures and facilitates the business?

This workshop is an interactive presentation on how to help your organization identify, develop, and implement policies and practices to identify threatening behavior and violence affecting the workplace.

## **Objectives:**

As a result of this workshop, business leaders will be able to:

- Identify Workplace Violence Typologies
- Design Threat Assessment/Management Processes for Their Organizations
- Employ Mitigation Strategies

## Who Should Attend:

- HR Professionals
- Security Professionals
- Business Leaders

**Instructor:** Maurice Baggson

Maurice Baggson is a risk intelligence professional, with more than 25 years' experience in the military, law enforcement, and the private sector in managing threats to personnel, assets, interests, and reputation.

See more at:

<https://www.linkedin.com/in/mauricebaggson>

### **HR Certification Hours:**

**2.5 SHRM PDC's**

**2.5 HRCI "Business" Hours**

## **NOARK Ambassadors Wanted!**

After some informal polling of NOARK members, we discovered one of the most frequent barriers for new members coming to their first meeting is the discomfort of walking into a sea of unfamiliar faces. We think a NOARK Ambassador program can easily help remedy this situation just by showing up and partnering with new members. And, when we have more members attending and participating, we all benefit from the connections, and the increased energy and brain power at our meetings.



Can you do a basic meet and greet? Of course you can!  
After all, we are all in the business of people. Your



2019 NOARK Membership Committee is looking for the few, the reliable, the friendly to become the very first NOARK Ambassadors.

NOARK Ambassadors are simply a team of friendly faces willing to be paired with new members at their first few NOARK meetings to greet them at those initial meetings and host them as they further their NOARK involvement. A special badge ribbon will be displayed on your badge for easier recognition to new members and acknowledge you for the special role you are playing.

For more information please contact Sarah Huffman at [shuffman@1stemployment.net](mailto:shuffman@1stemployment.net) or Barbara Maupin at [Barbara.Maupin@usaa.com](mailto:Barbara.Maupin@usaa.com)



**The Young Professional/Emerging Leaders Committee is looking for HR leaders with knowledge, practical experience, and a passion to help others.**

**Sound like you?**

The Student and Young Professional/Emerging Leader members of NOARK want to learn from you. Your experience can help shape the career of our members entering the HR workforce. Share best practices and lessons learned with setting HR policy, building organizational structures, developing recruiting strategies, shaping a governance model, or handling day to day tactical tasks. We want to leverage your expertise to guide our members on their HR journey.

There are (2) ways in which you can help.

- Sign up to be a mentor
  - Email Tammy Sexton @ [tsexton13@gmail.com](mailto:tsexton13@gmail.com)
  - Goal-build a mentor/mentee pool

- o Clear build a mentor/mentee pool.
  - o Once we have a mentor pool, we will plug into mentor match with our members to help make meaningful connections.
  - o If you have specific experience that could be useful to our members, please indicate in your email those areas.
- Volunteer to host a "HR Power Hour"
    - o Email Tammy Sexton @ tsexton13@gmail.com
    - o Indicate the topic(s) you have experience/interest to share with our members and future members.
    - o Young Professionals committee will work with you to find venue/date/time options that align with your schedule.

"It is not what you gather but what you scatter that tells what kind of life you lived."  
 ---Helen Walton.

Mentoring matters! Let's make an impact in Northwest Arkansas.



## Headshots for a Good Cause!


Support your local SHRM Foundation Committee and update your professional picture at the same time!

The NOARK SHRM Foundation Committee will be hosting a fundraiser at the monthly Membership Meeting on June 13, 2019. For a minimum suggested donation of \$25, a photographer will take your professional headshot for your personal use. All funds raised will go directly to the SHRM Foundation to award scholarships, provide community outreach, and fund research.

To reserve a spot, simply follow this link and choose a time:  
<https://www.signupgenius.com/go/8050f45aca82cabff2-noark>

Headshots are open to non-NOARK members as well. CASH will be collected day-of.





Thank you to the Northwest Arkansas Community College Marketing Department for supporting the SHRM Foundation by providing photography services.

What is the SHRM Foundation?

The SHRM Foundation is a charity dedicated to empowering human resource professionals to build inclusive organizations. This year, the SHRM Foundation will award nearly \$500,000 in scholarships and awards to students and HR professionals and advance research and resources for our many inclusion initiatives: integrating and engaging military veterans, building an inclusive culture & aging workforce.

As a charity, our work is only possible through the generous support of individuals, organizations and corporations who support our mission. Last year, the SHRM Foundation raised more than \$1 million thanks to more than 4,000 donors. We are grateful for the support and partnership of every donor.

NOARK is raising funds to support the SHRM Foundation's work and are currently seeking fundraising support from companies and individuals who care about making a difference in their community.

Don't forget your spare change and bills to donate at each monthly meeting! We thank you in advance for any assistance you are willing to give!

The SHRM Foundation encourages all eligible SHRM, student and chapter and state council members to apply for one or more of the scholarships or awards.

Upcoming Deadlines:

- July 1st - SHRM Inclusion Conference Scholarships
- July 15th - Michael R. Losey Research Award

Visit SHRM Foundation website to apply:  
<https://www.shrm.org/foundation>

## NOARK Career Center!!!

- **Human Resources Generalist-Central Research Inc**
- **Non-Resident Taxation Analyst-University of Arkansas-Fayetteville**



Whether you are a Young Professional or an Emerging Leader, the road to an HR career is exciting yet often brings some level of anxiety. Traditional ways of working are changing to meet customer demands. As a mother of a Young Professional and a seasoned leader in the corporate world, I have been doing a lot of reading and benchmarking on what competencies and skill sets young professionals should focus on to be competitive. Thought I would share a few key pieces of advice that my mentees and my son have found helpful:

- Expand your business knowledge-get your MBA.
  - Business acumen helps you identify ways to strategically progress key business goals.
- Build your cultural competence
  - Understand your role in diversity and inclusion and embrace thoughts that differ from your own perspective.
- Practice critical thinking skills
  - You will need to apply your knowledge/expertise in stressful, time sensitive situations, so be prepared.
- Exercise self-awareness
  - Play to your strengths while knowing your challenges. Understand how your actions impact others, seek development opportunities to grow.
- Commit to be a life-long learner
  - Invest in yourself, be professionally curious and grow your leadership.
- Remain flexible and agile
  - Be a value contributor and game changer, know when to make changes to stay relevant while focusing on results.
- Foster relationships
  - Build your professional network, make connections with business partners and key stakeholders to build talent pipeline.
- Get a professional mentor
  - Find someone you trust to provide you valuable feedback along your journey.
- Prepare your elevator pitch
  - Be ready to give a 2-3-minute overview of how you are making a difference within your organization.
- Be authentic
  - Establish your identity while staying true to your passions and beliefs.

Remember, you are the entrepreneur of your career, even if you are employed by others.

Tammy Sexton  
Young Professionals and Emerging Leaders Committee

## Northwest Arkansas Diversity and Inclusion Survey

This email is a reminder. The Northwest Arkansas

Diversity and Inclusion Survey is scheduled to close on June 17. For more details please see the original email below.\*\*\*

Dear Northwest Arkansas Business,

On behalf of the Northwest Arkansas Council and the Center for Business and Economic Research, at the University of Arkansas, we are asking for your participation in the online Northwest Arkansas Diversity and Inclusion Survey.

The purpose of this survey is to better understand the awareness and involvement of the Northwest Arkansas business community's diversity and inclusion efforts. The survey results will aid the Northwest Arkansas Council's efforts in attracting and retaining talent in our region and help our residents seek out economic, educational, civic and cultural opportunities.

Employers who complete the survey will receive a \$10 Starbucks gift card and be entered into a drawing for one of three \$50 Walmart gift cards.

You can find the survey here - Survey . It should take about 8-10 minutes to complete - but take your time - your answers are worth thinking about. The survey link will be available until June 17th.

Please take the time to fill out this survey. As more businesses participate, we'll have a more accurate snapshot of the Northwest Arkansas business community.

Thank you in advance for taking part in the Northwest Arkansas Diversity and Inclusion Survey.

Alternatively, you can copy and paste the URL below into your internet browser:

<https://bit.ly/2Ze15Hw>

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

- **Larry Goodall**
- **Kelly Roebuck**, George's Inc
- **Gerri Partain**, George's Inc
- **Vanessa Guevara**. Alternative Design

- **Mike Harvey**, Northwest Arkansas Council
- **Dana Daniels**, Rogers Water Utilities
- **Marshall Ward**, Paycom
- **Michelle Begemann**, Aetna
- **Matt Nickerson**, Brown, Hiller, Clark & Associates
- **Donella Jaeger**, Central Research
- **Kenny King**, Central Research
- **Annie Sells**, Hurricane Express
- **Hannah Standifer**-Boys & Girls Club of Benton County



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 Resources Association, PO Box 1016, Fayetteville, AR 72702

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