



August 2020 NOARK NEWS



This summer has certainly been a blink! Back to school already? In HR, we pride ourselves on a constant state of learning and adapting, but “school” has definitely not been out at all this year for HR pros.

Jeff Wilkie from Hogan Taylor will be our speaker this month. He plans to address the “growing list of priorities” (well said, Jeff) in our workplaces. While we focus on worker health and that of ourselves and our families, we continue to see the rapid evolution of procedures. I look forward to visiting with Jeff as he helps us sort through the issues and expanding expectations.

If I had to pick one word to sum up my HR Friends during these challenges, it is RESILIENT. Resilience is defined as the ability to recover from difficult situations. It can also be perceived as “emotionally coping.” Well, you are all brilliantly displaying your *resilience*. I see it and hear it every day. From those of you who haven’t had a moment of time off all year, to those of you who tell me that you feel like you are drinking from a firehose every...single...day..., I just want to recognize you for just a minute. You cope, and you continue. It is at times awe inspiring.

Compassion and empathy are two critical components of effective human resource management. I know that you are personally doing all that you can do for others. I watch and listen to you helping your workplaces and each other constantly. Please, my brilliant, resilient friends...show yourselves compassion. Practice self-care. It’s not just a platitude. My heart goes out to you and your families. Please, *put your oxygen mask on before assisting those around you!*... and just breathe....

August NOARK Membership Meeting...WEBINAR **"HR in the Pandemic World"**

Date: August 13, 2020

Time: 11:30am-1:00pm

In the current COVID-19 world of work, HR professionals are now finding their skill sets bracing for a reset of the work of our greatest asset - our employee workforces. Jeff Wilkie, Human Capital Consulting Executive for HoganTaylor will address worker health and safety concerns and a growing list of priorities that organizations will wrestle with as they return to the workplace or remote from home. He will discuss considerations including policies for handling worker health, performance management, reviewing travel and visitor policies, re-occupancy as well as HRs adaptability around a variety of employee relations elements. He'll share his experience and answer questions regarding real-time situations and examples.



SPEAKER: Jeff Wilkie is a Senior Certified HR Professional that has made a career in organizational effectiveness strategies for the last 25 years. His human capital career spans executive human resource positions in retail organizations, oil and gas industries, telecommunications, health-care management, not for profits and municipal authorities.

Today, Jeff leads the Human Capital and Organizational Strategies niche under Hogan Taylor Advisory Services. With offices in Oklahoma and Arkansas, he works as a confidante, consultant and coach to organizational executive teams and assists in the focus and formulation of a company's human capital strategies. Providing counsel around talent architecture, he collaboratively works diligently to identify and build human capital critical to the present operations and future growth of organizations. He also provides valuable insights around customer interactions, change management and cascading communications across enterprises.

1.5 SHRM PDC's and HRCI "General" Credit Hours Available!

Register Today!

Join the Young Professionals Mentor Network!

As HR professionals, one of the greatest resources we have is each other! Young Professionals can especially benefit from a strong and connected network of other HR peers and pros. We are creating a

simple database to connect NOARK Young Professionals with one another and prospective mentors to support the HR journey. If you're a YP, an HR pro, or anything in between, we'd love you to be a part of this network!

Please take two minutes to fill out this form and share your information as we build out our database. We'll connect you with the appropriate person(s), invite you to upcoming YP events, and share information and support as needed.

Thank you for being an important part of elevating the HR profession!

Interested in joining the Young Professionals committee? Contact Morgan Scholz, committee chair, at morgan@startupjunkie.org

Article Summary from the NOARK Diversity Committee: “Addressing Racism Starts with Having Hard, Respectful Conversations”

After the killings of Ahmaud Arbery, George Floyd, Breonna Taylor and others, many organizations are grappling with how to respond. Discussions of race and equality, sparked by recent protests, are likely to arise in the workplace. As an HR professional, how do you offer guidance?

While there's no one-size-fits-all approach for handling diversity and inclusion, SHRM offers several timely articles and webinars to guide conversations on racism. Four panelists addressed how to support more inclusive workplaces and offered the following advice:

1. Appreciate the pain that others may feel. Leaders should start with listening, learning and focusing on the problem. Although they may feel uncomfortable, having these conversations is a critical step for inclusion.
2. Agree on shared values to find common ground.
3. Be intentional about how you recruit, form teams, and create succession plans. This doesn't mean that you hire or promote someone who's not qualified. Instead, be thoughtful about how you build the experience and qualifications that you need in your organization – creating a strong, diverse pipeline of talent.
4. As the definition of diversity has expanded, make sure some underrepresented groups haven't been left behind in the efforts to recruit or retain others.
5. Seek to understand the challenges faced by underrepresented groups. Articles, books, videos and webinars can all expand your viewpoints and create common understanding.

Additional Resources:

- **SHRM article, “Addressing Racism Starts with Having Hard, Respectful Conversations”**
- **SHRM article, “Learn and Listen: Race and Equality in the Workplace”**
- **SHRM on-demand webcast, “A New Understanding of Workplace Diversity and Inclusion”** (eligible for 1 PDC)
- **SHRM resources on diversity and inclusion**

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For More Information

Upcoming SHRM Learning System for SHRM-CP/ SHRM-SCP Course.

The fall course will begin on Aug 27. For more information, please see website at <https://training.uark.edu/professional-development/courses/shrm-hr-certification.php>.

Additionally, University of AR Global Campus will be hosting Free Information Sessions online so that you can learn more about SHRM, the certification options (CP or SCP), and the benefits of our instructor-led course. Please visit our website at <https://training.uark.edu/professional-development/courses/shrm-info-session.php> to register and learn everything you ever wanted to know about the path to certification!

If you have further questions or concerns please contact:

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July 21, 2020

Arkansas SHRM understands the challenges related to the COVID-19 virus, as well as the current workplace policy changes and restrictions due to the illness. The welfare of our membership and conference attendees is of utmost concern.

With this in mind, the Arkansas SHRM 2020 HR Conference and Expo and Arkansas SHRM Employment Law and Legislative Conference (ELLA) will not take place on October 12-15, 2020.

Both events will be held in 2021. The ARSHRM HR Conference & Expo will be held on **May 5-7, 2021** at the Embassy Suites Hotel, Spa and Convention Center in Rogers. ELLA will be held on **September 23-24, 2021** at the Robinson Center & the Doubletree Hotel in Little Rock.

All current registrants and other participants for the HR Conference & Expo will be able to attend the 2021 scheduled event without additional cost. We will also open a new registration period relative to the new date. As in the past, ELLA will have a separate registration cost and registration period.

Watch our website, ARSHRM.com, and our social media pages for more information.

Donna Merriweather—ARSHRM State Director
Sheila Moss—ARSHRM 2020 Conference Chair
Tim Orellano—ELLA 2020 Conference Chair

Visit our website



Welcome New NOARK Members

- Doug Hunt-Employers Health & Safety, LLC
- Xavier Domineack, Student
- Korenda Allen, PHR -Assembled Products Corp

Please reach out to them and make them feel welcome!

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