



March 2023 NOARK NEWS

NOARK President's Message

Hang on to your HR hat this March because the winds of change are blowing. Hardly, if ever, is there a dull moment for an HR pro. Did you know the Arkansas SHRM State Council (ARSHM) is actively tracking **7 bills** that closely affect our work? Find out what's going on behind the scenes and how you can influence matters in the March 1, 2023 **NOARK Legislative Blog** by Russell Holt.

Because so much of our work is regulated by law, ARSHRM's annual **Employment Law & Legislative Affairs (ELLA) Conference** is the place to be April 13-14, 2023. You can be the jury when *ELLA Goes to Court*, then learn *How to Avoid Losing Your Remote Workforce*, catch up on the *EEOC Update* and possibly win the grand prize! The conference is approved for 9.75 SHRM credits, HRCI credits and hours of CLE.

We hope you will join us in the capital city next month. NOARK will be back in May with more networking, professional development, and engagement opportunities. If you would like to share any comments or concerns about NOARK, please send your thoughts to **info@noark.org**.

Sincerely, JDB



NOARK Membership Meeting

Date: March 9th

Time:

11:30am-1:00pm

Location: AR Blue Cross Blue Shield, Springdale
NWA Corporate Center

VERBAL JUTSU – TECHNIQUES TO DE-ESCALATE ANY SITUATION

Description: Mastering Verbal De-Escalation

Anger and conflict continue to increase across our society. For many, physical violence is becoming an ever more acceptable answer to problems, even in the workplace. Unfortunately, HR finds themselves on the cusp of this issue, yet with little training with which to navigate it.

Until now.

A part of our GET...LIVE: De-Escalation Master Class, Verbal Jutsu gives you the skills you need to de-escalate most any situation and keep it from getting out of hand. This methodology comes from fields as diverse as psychology, crisis management, mental health, law enforcement, and more, to create the most effective program of its type.

This is information that has saved both lives and careers in the past.

Learning Objectives:

1. Learn where most people make their biggest mistake and how to avoid it.
2. Determine how to focus on the only two things you actually control.
3. Discover what to say instead of “Calm down,” that actually works.

Who should attend: Designed for anyone who sometimes deals with angry people. The skills learned are applicable to work and to life.

SPEAKER: Tim D. Keck is a best-selling author, a top-rated speaker, and a court-certified expert on threat management. He has taught thousands of people how to stay safe even under the most difficult of circumstances.

Formerly, Tim was a career police officer and SWAT leader who rose through the ranks to Chief of Police. He has testified before a Congressional committee, provided VIP protection to celebrities, and spearheaded a multi-national undercover investigation.

Tim has been quoted in publications from Newsweek to The New York Times and has made several appearances on national television.

As a speaker, Tim's presentations are full of both wit and wisdom. He uses improvisational humor and true stories to illustrate learnings that can be put to use immediately.

In his previous career, Chief Keck's work was recognized by several federal agencies including the Drug Enforcement Agency and Department of Homeland Security. The Department of Justice wrote “The FBI and the American people have been the beneficiaries of your professionalism and dedication to duty...” about his career-long efforts.

Tim has assisted people and organizations from L.A. to London and from Calgary to the Caymans. Clients include Patagonia, PepsiCo, Kimberly-Clark, Walmart Stores, Tyson

Foods, Marriott, J.B. Hunt, OppenheimerFund, Total Energies, and many more.

Tim lives in the hills of NW Arkansas with his sassy bride, two dogs, and a plethora of farm animals.

(1) Hour of SHERM PDC's and one (1) hour HRCI "General" Credit Hour!



[Register Today!](#)



March Meeting Patron We Appreciate You!



New NOARK Legislative Blog

Here you will find literary tidbits on state and federal legislation as it relates to the Human Resources field. Laws are constantly changing and staying up-to-date is imperative as an HR Professional. We hope you find this blog a useful tool for answering questions and raising awareness of legislative issues. Is there a specific topic you would like to see addressed here? For more info contact Russell Holt, NOARK Legislative Chair.

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

New NOARK Emerging Professionals Blog

According to SHRM "Emerging professionals are recent graduates who are just starting a career in HR. They have recently completed an undergraduate or

graduate degree. They are also mid-career changers and those who decided to go back to school later in life. Regardless of how you received your schooling or your age, if you are just entering the field of HR, you are an emerging professional." For more info contact Camille Dunshee, NOARK Emerging Professionals Chair.

https://www.noark.org/young-professionals-blog_id67



Arkansas SHRM
ELLA
Employment Law & Legislative Affairs Conference

REGISTER TODAY!
ELLA.ARSHRM.com

COST INCREASES AFTER FEB 28

Gallagher
Insurance | Risk Management | Consulting
PRESENTING SPONSOR

HOT TOPICS FOR 2023

- SHRM Employment Law and Legislative Update
- Attorney Panel
- Mock Trial
- Deposition Do's and Don'ts
- Importance of Plan Documents & Legal Compliance
- Compliance Pitfalls of Remote Work
- DOL Hot Topics
- And more to be announced!

April 13-14, 2023 ★☆☆ Robinson Center & The Doubletree Hotel of Little Rock

[Register Today!](#)



NOARK Club 2023

SHRM Foundation

- Annual membership is \$23.00.
- Membership provides One (1) ticket to be entered in our monthly meeting drawing for \$100.00, sponsored by The Payroll Company (TPC).
- Additional tickets and memberships can be purchased at our monthly meetings

1 ticket=\$5.00

5 tickets=\$20.00

Please email Korenda Allen with any questions or suggestions you may have for NOARK Club23 at kallen@bwdh2o.org.

Big shout out to our CLUB 2023 sponsor, The Payroll Company.



More Than Payroll

HR Professionals...The NOARK Vendor Directory is a listing of vendors by category that serves as a convenient resource for Human Resource Professionals to refer to throughout the year to assist them in making purchasing decisions. Accessible 24/7 at the NOARK website www.noark.org.

Vendors...The NOARK Vendor Directory listings include your company logo, name,

contact information, a website link and a short paragraph (less than 200 words) describing your company's services. You have the option to subscribe to be listed in one or more categories and your listing will appear within 48 hours. Listings are on an annual basis and you will have the option to renew each year. **Create NOARK Vendor Directory Listing**



Scholarship Winner!

Congrats to Christina Maddox, Superior Linen Service! She is the recipient of the Spring 2023 SHRM Learning System Course Scholarship provide by the University of Arkansas, Professional & Workforce Development that includes the cost of books provided by NOARK.



March Diversity Update

WOMEN'S HISTORY MONTH--Happy Women's History Month! This month honors the role that women like Dorothea Dix, Susan B. Anthony, Jane Cooke Wright, Mary Tape and so many others have played in American history.



[Visit our website](#)



[Register Today!](#)



**2022 NOARK Compensation and Benefits Survey
is available for purchase. Contact NOARK Chap
Admin for details at info@noark.org**

Survey sponsored by





Isaac Sosa, Bright Staffing & Recruiting
Whitney Schreck, Whitney S Consulting, LLC
Jessica Lott, American AC & Mechanical Inc
Kelley Martin, Simmons Foods
Kesha Rhame, Baxter County Government
Elizabeth McCune, Student
Elizabeth Gagliardi, Elizabeth Richardson Center
Kayla Cole, Infinity Care Solutions

Please reach out to them and make them feel welcome.

**NORTHWEST ARKANSAS HR JOB,
LISTINGS**

- Human Resources Coordinator-University Recreation-University of AR

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

[Create HR Job Listing](#)

Thank You To Our NOARK Sponsors...We Appreciate You!!!



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