



March 2022 NOARK NEWS

NOARK President's Message



Greetings NOARK,

I wonder from the time of creation of this message to its publication what will be occurring across the globe in Ukraine. Regardless of the events, you can be sure it affects people – globally. In today's world, no events occur in isolation nor are their impacts limited to their originating geographic location. Simon Sinek said, "We don't do business with companies. We do business with people. Business is always human."

So how do we manage and care for the humans in our organizations?

How do we lead in our organizations?

How do we enhance our ability to influence and navigate for positive growth in our organizations?

Our March meeting focuses on our ability to lead and build better leaders. Heidi Hartman will share the knowledge and skills needed to become a better leader in the workplace while elevating the HR profession in the marketplace. You will not want to miss her entertaining delivery and practical take-aways!

I would like to issue a warm welcome to our newest board member. Alison Nail-Malone, ACC, SHRM-CP, Malone Consultants Group, has graciously accepted the position of Secretary for NOARK. Welcome, Alison!

Another item of note is the ARSHRM's 20th annual Employment Law and Legislative Affairs (ELLA) Conference happening April 13-14, 2022. This year's conference will be held at the Robinson Center, as well as the Doubletree by Hilton Hotel of Little Rock. NOARK will not hold its monthly Membership meeting in order to allow for participation in the ELLA Conference. Register at ella.arshrm.com

I am excited to greet everyone at our new meeting location, the Arkansas Blue Cross Blue Shield NWA Corporate Center on Don Tyson Pkwy in Springdale. We will enjoy a delicious catered lunch from a woman-owned business and listen to Heidi's great insight – in recognition of Women's History month!

Regards,
Cindy Ruffing
2022 NOARK President



GO BIG OR GO HOME - LEVERAGE INFLUENCE & BUILD A KILLER POWER BASE TO LEVERAGE YOUR IMPACT

Session Description:

This interactive session will identify where we stand in our way of connecting and advising as a leader. Utilizing 8 key practices that enhance our ability to influence and navigate to get what we need on a larger scale within the organization. Define our current powerbase and what does it need to be successful? Participants will leave with a plan outline to enhance their influence and power base that they can implement within their organization.

Learning Objectives:

- How to influence without formal authority
- 8 Key ways to enhance your ability to engage and influence others
- Action plan on how to utilize the 8 keys within your organization
- Current Powerbase vs. The one you need

SPEAKER: Heidi Hartman

After 20 years in corporate HR, Heidi Hartman ventured out on her own to pursue her “greater purpose building better leaders and businesses from the inside out “something she now guides teams and organizations to do as well. Heidi puts her experience in the trenches and extensive training to work for clients to understand the unique opportunities they face and offer tangible solutions that lead to wild success. She is a sought-after speaker. Heidi’s expertise covers everything from coaching CEOs and customized team development to leadership development and strategic planning. Heidi has a master’s in Human Relations from the University of Oklahoma, studied at Oxford and has an Executive Coaching certification from The Center for Executive Coaching. She is also an American Training and Development (ATD) accredited coach, Insights Discovery Learning Practitioner and Yellow Belt in Lean Six Sigma. Heidi’s clients range from Fortune 500 energy companies to local non-profits. Her passion for people translates in her interactive style that helps clients of all shapes and sizes reach a myriad of goals. She has served as the President of Central Oklahoma Coaching as well as President of Tulsa Area Human Resources Association. She is the OKHR Council Director and participated in Leadership Tulsa Class 44. In addition to partnering with her clients to achieve success, Heidi spends time with Chris, their two daughters, two cats and two dogs and serves on several non-profit boards.



Register Today!

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**](#)



March is Women's History Month. Established in 1987, Women's History Month recognizes all women for their valuable contributions to history and society. Read more [HERE](#).



Knowledge is Power, The Power Overcome Circumstances

by Russell Holt, Chairman, NOARK Legislative Affairs

When Sir Francis Bacon said knowledge is power, he didn't mean that it was power over people; he meant knowledge is power over circumstances. And that's why the NOARK Legislative Affairs Committee tries to deliver timely and useful information to its members. The correct information filtered through sound reasoning equals knowledge. Last month, the Legislative Affairs Committee hosted a webinar titled, *Hit Me With Your Best Shot*, covering very timely and important HR-related topics. The panelist on the webinar were employment practice attorneys Missy Duke and Greg Northern with Cross, Gunter, Witherspoon, and Galchus. The panelist discussed mandates, conflicting federal and state laws, medical and religious accommodation issues, and more. Each topic was highly relevant to HR professionals today. Several members told us that the webinar was very informative, timely, and well-received. The two panelists also spoke highly of NOARK's members' engagement with the content. All this adds up to the possibility of a second such webinar in the future. Stay tuned! Another part of the Legislative Affairs Committee's mission is staying engaged with our legislators. The Legislative Affairs Committee has already started making plans to meet with our legislators when they are in the district this year. As the meetings form up, we will invite NOARK members both within and outside the Legislative Affairs Committee to attend the in-district meetings. Because of the size of the conference rooms that we meet in, the number of participants will be limited, so please watch for the dates of the visits if you would like to advocate for the HR community. Additionally, the Legislative Affairs Committee is always looking for ideas to serve the NOARK community. Therefore, if you have any suggestions or recommendations for the committee or are interested in serving, don't hesitate to get in touch with me at r.holt@superlinen.com

JOIN NOARK CLUB 2022 AND SUPPORT THE SHRM FOUNDATION!

- Annual membership is \$22.00.
- One (1) ticket each paying membership 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 <https://square.link/u/xHbY2jTQ>.

1 TICKET = \$5.00 5 TICKETS = \$20.00

*We will use this online platform for payment processing until
we are back to in person meetings.*

Please email Korenda Allen with any questions or suggestions
you may have for NOARK Club22 at kallen@bwdh2o.org.

More Than Payroll



March issue is here! We are excited to present the 2022 Rising Stars in Labor and Employment Law in our March issue. These outstanding young attorneys are under 40 and have been practicing in their respective firms for 10 years or less. They have received recognition from Super Lawyers or Chambers USA or have been recognized for outstanding contributions to their firm during the pandemic. Please take the time to congratulate those you know who have made this prestigious list.

Cynthia Thompson
HR Professionals Magazine

March Learning & Networking Opportunities



In an effort to promote our chapters and provide you with continuing education opportunities, here are some of our chapter's meetings that you are invited to attend and join. Not a chapter member? Consider joining your local SHRM chapter for more learning, networking, and growth opportunities. Go [HERE](#) or on the links below for more info.

Western Arkansas HR Association (River Valley Region including Fort Smith, Van Buren, Greenwood): HR's Role in Organizational Ethics with Cynthia Thompson | March 8 at Noon | Virtual and In-person at UA Fort Smith Center for Economic Development at Bakery | Register online [HERE](#). | This course fulfills the HRCI Ethics requirement.
>Membership: Dues: \$75. For info, click [HERE](#).

Central Arkansas HR Association (Little Rock Metro, Conway, Pine Bluff): How to De-escalate a Tricky Situation in the Workplace with Peggy Larkin Kelly, M.S. LPC | March 10 at 11:30 a.m. at Union Train Station in Little Rock | Register online [HERE](#).
>Membership: SHRM Member annual dues: \$75; Non-SHRM Member annual dues: \$100. For info, click [HERE](#).

West Central Arkansas SHRM (Hot Springs, Malvern, Arkadelphia, Glenwood, Mena, Benton): Drug Screening In The Workplace with Jeff Sims | March 29 at 11:30 a.m. at Ouachita Behavioral Health and Wellness (OBHAW) in Hot Springs | Register online [HERE](#).
>Membership: SHRM Member: Free with Chapter Designation; Other Chapter Designated: \$30; Non-SHRM Member annual dues: \$45. For info, click [HERE](#) or email Membership@WCASHRM.org.

North Arkansas HR Association (Harrison, Mountain Home): For info, click [HERE](#).
North Central Arkansas SHRM (Searcy, Batesville, Heber Springs): For info, click [HERE](#).
South Arkansas HR Association (El Dorado, Magnolia, Camden): For info, click [HERE](#).

HR Award Nominations Needed

Arkansas SHRM State Council recognizes professionals and organizations who endeavor to improve the HR profession in our state. The awards will be presented at one of our conferences. Please note each award with its deadline to nominate a deserving individual or organization. You can find the nomination forms on Arkansas SHRM's [website](#).

These two awards will be given at ELLA on April 13:

Russell Gunter Legislative Advocacy Award recognizes for "outstanding contributions of time and effort in local, state or federal legislative advocacy on behalf of the Human Resources profession. (Deadline is March 15 | Awarded at ELLA)

Friend of the HR Profession Award recognizes and expresses appreciation to legislative or business leadership who have proven a continued willingness and effort to listen to HR Professionals' concerns relating to local, state, or federal legislative matters affecting the profession, educate themselves on these issues, and actively consider the impact of legislative measures on the Profession. (Deadline is March 15 | Awarded at ELLA)

These awards will be given at the State Conference in October:

Professional of the Year recognizes an individual that has shown outstanding service and has promoted the profession of Human Resources Management. (Deadline is September 15 | Awarded at State Conference)

Jim Wilkins Lifetime Achievement Award recognizes an individual who has continually shown outstanding service and has promoted the profession of Human Resources Management throughout their career. (Deadline is September 15 | Awarded at State Conference)

Best HR Practice Award is awarded to a company that demonstrates the importance and positive impact strong HR practices can have within an organization. (Deadline is September 15 | Awarded at State Conference)

Diversity Education

March is Women’s History Month. Established in 1987, Women’s History Month recognizes all women for their valuable contributions to history and society.

March is National Developmental Disabilities Awareness Month, established to increase awareness and understanding of issues affecting people with intellectual and developmental disabilities.

March is National Multiple Sclerosis Education and Awareness Month. It was established to raise public awareness of the autoimmune disease that affects the brain and spinal cord.

For more dates, visit [Holiday & Heritage Month](#), the source website for the dates, or ARSHRM's Diversity [page](#). This is a great tool for your Diversity initiatives.

Check out CAHRA's new Diversi-Tea education initiative on their [website](#) or their Facebook [page](#). Each month new topics are introduced with resources and tools.



EEOC All Women's Equal Pay Day webinar

You're invited to celebrate 2022 All Women's Equal Pay Day with this webinar featuring Lilly Ledbetter, for whom the Lilly Ledbetter Fair Pay Act of 2009 was named. Come hear about her personal story of her fight for Equal Pay in the workplace. Also, EEOC Chair Charlotte Burrows and Vice Chair Jocelyn Samuels will share their stories surrounding this topic. There is no cost to attend, but registration is required. Don't delay, register today as space is limited.

[Register here!](#)

**2022 NOARK Compensation and Benefits Salary Survey participation will be open soon.
Watch for the information email coming soon!**

**2022 NOARK Compensation and Benefits Salary Survey participation will be open soon.
Watch for the information email coming soon!**

REGISTER NOW!

IN-PERSON EVENT

20 YEARS

EST. 2002

Arkansas SHRM

ELLA

Employment Law & Legislative Conference

Gallagher

Insurance | Risk Management | Consulting

PRESENTING SPONSOR

April 13-14, 2022

Robinson Center & The Doubletree Hotel of Little Rock

ELLA.arshrm.com ★☆☆☆☆ #ELLA2022Live

Use of Artificial Intelligence in Employment Decisions

Solving Compliance Problems

Arkansas Legislative Candidates Forum

Drugs in the Workplace

Change Management

Employment Law Jeopardy

EEOC Best Practices

COVID-19 Update

How To Lobby

★ 10 HOURS CE PENDING APPROVAL ★

SAVE THE DATE!

EST. 1986

TAKING YOU

HIGHER

ARKANSAS SHRM 2022

HR CONFERENCE & EXPO - HOT SPRINGS, ARKANSAS

October 24-26, 2022



- **Alanda Waller**, Student
- **Heather Rowe**, Buffington Homes of Arkansas
- **David Lensing**, Robert Half International
- **Corry Hull**, BHC Insurance

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Human Resources Manager**, Daisy Outdoor Products
- **Talent Acquisition Partner II Full Time**, AR Children's Northwest
- **Branch Manager**, 1st Employment
- **Human Resources Operations Coordinator, Full Time**, AR Children's Northwest
- **Complex Human Resource Manager**, George's
- **Human Resource Analyst**, University of Arkansas
- **Payroll Specialist**, John Brown University
- **Recruiter**, Transplace An Uber Freight Company
- **Human Resources Generalist**, Glad Manufacturing

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!!!



Northwest Arkansas Human Resources Association
info@noark.org
479.305.2466

FOLLOW US

