



April 2022 NOARK NEWS



NOARK President's Message

Happy Spring NOARK!

Coronavirus cases seem to be receding across our state and face masks are coming off. Signs of last year's gardens are beginning to poke through the earth. Companies and organizations are emerging into their 'new normal'. But spring cleaning is more than just the opportunity to organize your closets and dust your shelves. The spring season serves as a natural point to inventory our well-being and connect with the things that bring us purpose and joy. As we enter this period of reflection and connection, NOARK has many opportunities for you to explore!

- ARSHRM's Employment Law & Legislative Affairs (ELLA) Conference is this week on April 13/14. ELLA 2022 is approved for 10.25 SHRM pdc's, CLE general credit hours, and pending HRCI "General" hours. Learn more at ella.arshrm.com
- NOARK's new networking events – 3rd Thursday each month. These will be a monthly opportunity to relax & create meaningful connections with all NWA human resource professionals. Check it out this month at the Natural State Beer Company, 5pm on April 21st. Check newsletter for more details and how to reserve your beverage!
- SHRM's National Conference is set for June 12 – 15 in New Orleans. Register by April 15th and save \$300.

As a valued NOARK member, we hope that you are also a member of our national SHRM organization. I encourage you to explore dual membership and the benefits it can offer.

And, of course, we will be holding our next membership meeting on May 12th - mark your calendar!

Best wishes for each of us to laugh, practice gratitude and connect with one another.

Warm Regards,
Cindy Ruffing
2022 NOARK President



SAVE THE DATE!
Join NOARK for our May 12, 2022
NOARK Membership Meeting In-
Person
Time: 11:30am-1:00pm
Location: AR Blue Cross Blue Shield
NWA Corporate Center-Springdale
1 (one) SHRM PDC and 1 (one) HRCI
"General" Hour Pending.

CREATING A CULTURE OF FEEDBACK

Session Description:

Feedback is a gift. I've been told that most of my career and truly believe it. I also believe that ingraining feedback, both giving and receiving, into an organization's culture can be more impactful than many other concepts and processes. So, if it is so great, why are more organizations not practicing a culture of feedback? Easy answer, feedback is hard! Giving and receiving; positive and constructive. No wonder there are so many books, trainings and content about it. In this session, we will look at the root of feedback, how to deliver and receive it effectively, and how to begin to create a culture of feedback within your organization.

Our agenda includes:

- A discussion on why feedback is critical in organizations and how it can be impactful
- What good feedback looks like
 - Giving
 - Receiving
- How to build a culture of feedback within your organization

Learning objectives:

- The importance of feedback within an organizational culture
- How to give and receive feedback in the way that it will be most effective
- The steps and processes HR professionals can use to build a culture of feedback within their organizations

SPEAKER: Kristi Spaethe, Chief Executive Officer of The People Perspective, LLC

Kristi Spaethe is the Chief Executive Officer of The People Perspective, LLC, an HR Consulting firm helping organizations realize their Best Practices in Human Resources. With over 15 years' experience in "all things HR", Kristi has worked with organizations such as QuikTrip, Solvay, NORDAM, WPX Energy, Unit Corporation, Two Men and a Truck – Tulsa, and various Chambers and Nonprofits across the region.

Kristi earned a Bachelor's Degree in Psychology with a Human Resources Development option and also holds the PHR and SHRM-CP certifications.

Kristi is the current OKHR State Direct-Elect for the Oklahoma Human Resources State Council where she has served in prior various roles beginning in 2018. Kristi has also served in various roles with the Tulsa Area Human Resources Association, including President, since 2014. Additionally, Kristi has served on the Bixby Metro Chamber of Commerce Board of Directors and is a mentor and subject matter expert with SCORE Tulsa. Kristi also gives back to the community by giving her time to non-profit organizations such as Women in Recovery, Muddy Paws and Lindsey House.

Kristi received the President's Award from the Tulsa Area Human Resources Association in 2016 and the Richard R. Messer Excellence in Human Resources award in 2019. She also received the Oklahoma Human Resources Award of Excellence in 2020. The People Perspective has also been nominated for various awards through TYPROS Boomtown Awards, the Bixby Metro Chamber of Commerce, Tulsa Chamber of Commerce Small Business Awards and the Broken Arrow Chamber of Commerce. The People Perspective was selected as the Small Business of the year in 2021 through the Bixby Metro Chamber of Commerce.

Kristi and her family reside in Broken Arrow, OK.

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JOIN NOARK YP & THE PAYROLL COMPANY AT:

HR PRO CONNECT

THURSDAY, APRIL 21ST @ 5P
NATURAL STATE BEER COMPANY
5214 VILLAGE PKWY SUITE 140
ROGERS

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TO REGISTER FOR YOUR COMPLIMENTARY BEVERAGE:
[HTTPS://WWW.EVENTBRITE.COM/E/317599668157](https://www.eventbrite.com/e/317599668157)

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You deserve a break! Come join NOARK and local HR professionals for conversation and happy hour.

The NOARK YP Committee is excited to launch a monthly opportunity to relax & create meaningful connections with all NWA human resource professionals! Every month on the 3rd Thursday we will meet at a local NWA establishment to connect with each other.

Jeremy Turley with The Payroll Company will be joining us as our April sponsor for the event! The location is Natural State Beer Company in Rogers. Thank you TPC!!!

<https://www.eventbrite.com/e/317599668157>

Vendor Directory

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



Celebrate Diversity Month

Did you know that April is diversity month? It was officially designated as diversity month in 2004, and it strives to help people gain a deeper understanding and appreciation of each other and their differences. To celebrate April diversity

celebrations, consider new ways you can integrate diversity into your life. This could be considering implicit biases you have or how they impact the judgment of the people around you or asking questions to make connections with others



Annual Conference & Expo
New Orleans & Virtual
June 12-15



THE WORLD'S LARGEST HR CONFERENCE IS HEADING TO NEW ORLEANS.

Will we see you there?

[LEARN MORE](#)

AFFILIATE OF



Are you a member of SHRM? If not, today is a great day to join! SHRM membership enhances your chapter membership and provides a multitude of resources and tools. For more info, click on the SHRM logo to go to the SHRM website.



Judith Tavano Speaks to Area Chamber of Commerce

On March 16, 2022, Judith Tavano, SHRM-SCP, NOARK Chair of Workforce Readiness, presented *Interpreting the Impact of the 2020+ COVID-19 Pandemic on Today's Workforce through a Generations Lens* to the Large Industry Council of the Rogers-Lowell Area Chamber of Commerce. The audience comprised local business people, HR professionals, and educators.

Judith explained, that the 2020+ pandemic has hit all of us hard. It has changed the workplace forever. It has changed the trajectory of careers, and has put the sustainability of entire industries in peril. But through it all, one thing remains constant. There are still five generations in the workforce trying to co-exist in the now ever-changed post-2020 workplaces. Throughout her presentation, Judith stressed how the 2020+ COVID-19 pandemic has impacted each generation and how those impacts translate to the workplace causing us to re-think *everything* from recruiting and retention strategies, to workplace well-being, the employment of previously untapped talent, and the workforce of the future.

After 2 decades of studying the generations in the workplace, Judith has come to believe that understanding generational differences, preferences, and work styles will help us better recruit and engage workers. In a sense, we need to pull the generations apart, see who they are, and what makes them tick, in order to then knit them back together into a well balanced, productive workforce. Judith is a frequently requested speaker locally, nationally, and internationally.

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



April 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](#) for more info.

Western Arkansas HR Association (River Valley Region including Fort Smith, Van Buren, Greenwood): Tough Topics in Employee Complaints and Investigations with Christina Janice, JD | April 12 at 11:30 a.m. | Virtual and In-person at UA Fort Smith Center for Economic Development at Bakery | Register online [HERE](#).

West Central Arkansas SHRM (Hot Springs, Malvern, Arkadelphia, Glenwood, Mena, Benton): Reading Basic Body Language with Iliana Sutton | April 26 at 11:30 a.m. | Virtual | Register online [HERE](#).

A few of our chapters are on hiatus this month in order to attend ARSHRM's Employment Law & Legislative Affairs Conference.

HR Award Nominations Needed

Arkansas SHRM State Council recognizes professionals and organizations who endeavor to improve the HR profession in our state. These awards will be presented at the State Conference in October. 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](#).

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)

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)

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)

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

REGISTER NOW! IN-PERSON EVENT



Arkansas SHRM

ELLA

Employment Law & Legislative Affairs Conference



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!



TAKING YOU

October 24-26, 2022

HIGHER

ARKANSAS SHRM 2022

HR CONFERENCE & EXPO - HOT SPRINGS, ARKANSAS

HELLO

NEW MEMBERS

- Emily Hess, Lifewater International
- Elizabet Campos, Student
- Amanda Ogle, Community Physicians Group
- Diann DeLeon, Penmac Staffing Services
- Thomas Zavasky, Novo Nordisk
- Tiffany Webb, JB Hunt
- Lara Swearingen, JB Hunt
- Briana Cole, Paschal Air, Plumbing, & Electric
- Brandy Key, JB Hunt
- Melanie Whitehouse, Simmons Foods, Inc

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- Human Resources Employment Analyst, Northwest Arkansas Community College
- Human Resources Operations Coordinator P/T, Arkansas Children's Northwest
- Organization Development Specialist, Rockline Industries
- Director of Human Resources & Diversity and Equity and Inclusion, Canopy NWA
- Human Resources Partner-UAPD, UITS, Parking & Transit, University of Arkansas
- Human Resources Partner-Athletics, University of Arkansas

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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