



July 2022 NOARK NEWS



NOARK President's Message

Greetings NOARK,

Are you a thermometer or a thermostat? This was one of Johnny C Taylor Jr's motivating remarks at the Annual SHRM Conference in New Orleans last month. Talking to over 18,000 HR Professionals, he explained both devices deal with temperature, but their uses are different. A thermometer simply reflects the temperature, but a thermostat actually *determines* the temperature. A thermostat will *move* you to the desired temperature.

Underscoring the conference theme of Cause the Effect, this was a powerful reminder of how the best leaders operate as a thermostat – consciously determining their organization's culture and creating the environment for success. Thermostats have power. They have the ability to change and reset the temperature.

Your NOARK Board is working diligently to respond to your changing needs in offering informative programs and new networking opportunities. Please join us this month for our regular membership meeting on Thursday and for our HR Pro Connect Happy Hour on the 21st at 5pm at Fox Trail in Rogers, AR. Also, please consider getting involved with one of our committees. There are many exciting initiatives which would benefit from your involvement.

So, how would you respond to this question? Are you a thermometer or thermostat leader?

Warm Regards,
Cindy Ruffing
2022 NOARK President

Join NOARK for our July 14, 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.

IF NOT US, THEN WHO? RETENTION STARTS WITH US.

A New York Times article in March of 2022, offered the following challenge: “What have companies done to upskill senior leaders and managers so that they are going back to the office with empathy? Because not one single person who re-enters the office in the next three months is the same as the one who left.” Add three months - and here we are, July, 2022. The question is, what are we doing to help our managers to retain the people who return, engage with those who are remote, include everyone, and provide their teams with the development they need to thrive in our new normal? That’s right. Us. HR. And if not us, who?

Join David Collins, Serve2Perform as he walks us through steps we can take right now to help our managers retain and sustain our talent.

Learning Objectives

At the end of this session, HR Professionals will be able to:

- 1) Equip managers to retain and sustain organizational talent,
- 2) Ensure inclusive leadership throughout their organizations, and
- 3) Empower business leaders to develop their teams for the rigors of 2022 and beyond.

SESSION APPROVED FOR 1 HOUR SHRM PDC'S AND 1 HOUR OF "GENERAL" HRCI HOURS.

SPEAKER: David Collins, Partner with SERVE2PERFORM

David Collins is a partner with SERVE2PERFORM who first experienced the serve2perform® methodology of leadership development as a client, and so strongly aligned with it, that he left a career in the corporate business world, after 30+ years to join the S2P team, to help further their mission of helping others learn and lead. With experience in managing large scale business operations and effectively leading diverse teams, David is able to leverage and share his expertise in a practical and applicable manner with all levels of leaders. His blended background of Business Management, Team Leadership, and Talent Development help to make David a well-rounded resource for large and small organizations.

David’s service experience ranges from team to board leadership roles with numerous nonprofit organizations, including chairperson level. This has prepared David to appropriately and effectively ‘coach’ a broad spectrum of leaders on how to lead through influence, rather than authority. With certifications in Diversity and Inclusion, Needs Analysis, Human Performance Improvement, along with Performance Consulting and Human Resource certifications, David is equipped to help others identify their needs, determine appropriate resources, and provide effective solutions for a variety of challenges facing today’s leaders and teams. David is also a Certified Facilitator, who has a broad range of experience as a lecturer, public speaker, and panelist moderator.



Thank you to our Meeting Patron:



Gallagher

Insurance | Risk Management | Consulting

Register Today!

Save the Date!

NOARK August Membership Meeting
2022 Arkansas Fiduciary Summit

Thursday, August 25th

11:00AM - 3:30PM

Location: Attend In-Person or Online Via Zoom!

5100 W JB Hunt Drive, Rogers

Complimentary Code: NOARK22

Workforce Readiness Alert

Ever wonder what your contribution to the SHRM Foundation does? In addition to a number of other free programs, it offers an HR Apprenticeship program to help people break into HR and employers employ budding talent. The program is free to apprentices and includes course work, mentoring, and in the end SHRM-CP certification. See [<https://hrapprentice.org/apprentices/>] for all the details for apprentices and employers.

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](#)

**Vendor
Directory**

July 2022 Diversity Update

Every day is a great time to change the world – and create greater equity and inclusion – with a small act of kindness or celebration of diversity. [Read more...](#)



July 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, growth opportunities, and lower registration rate for our state conference. Go [HERE](#) for more info on our chapters or click on the links below.

Northeast Arkansas SHRM (Jonesboro, Paragould, Osceola): Legislative Update with Joshua Mullinax, Field Services Representative for Senator John Boozman | July 12 at 11:30 a.m. | Cooper Alumni Center | Register online [HERE](#).

>Membership: Dues: \$125. For info, contact neashrm@gmail.com.

Western Arkansas HR Association (River Valley Region including Fort Smith, Van Buren, Greenwood): Resiliency: How Secondary Trauma Activates Hardiness with Andrew Laue with Create Safe | July 12 at 11:30 a.m. (Program starts at 12 Noon) | Virtual and In-person at UA Fort Smith Center for Economic Development at Bakery | Register online [HERE](#).

>Membership: Dues: \$75. For info, click [HERE](#).

Central Arkansas HR Association (Little Rock Metro, Conway, Pine Bluff): Potential Pitfalls of Newfangled & Oldfangled Things Businesses are Doing to Recruit & Retain Employees with Attorney Panel from Wright Lindsey Jennings – Daveante Jones, Jane A. Kim, and Stuart Jackson | July 14 at 11:30 a.m. | Union Train Station | Register online [HERE](#).

2022 CAHRA Managers and Supervisors Conference | July 21, 9 a.m. to 4 p.m. at Chenal Country Club in Little Rock | Register online [HERE](#).

>Membership: SHRM Member annual dues: \$75; Non-SHRM Member annual dues: \$100. For info, click [HERE](#).

North Central Arkansas SHRM (Searcy, Batesville, Heber Springs): Intersectionality: The Next Level of Building Inclusive Cultures within our Organizations with Glenda Caton of Caton Consulting | July 20 at 11:30 a.m. | Searcy Chamber of Commerce | Email [HERE](#) to register. | For info, click [HERE](#).

West Central Arkansas SHRM (Hot Springs, Malvern, Arkadelphia, Glenwood, Mena, Benton): Non-escalation/ De-escalation Conflict Management with Logan Lee | July 26 at 11:30 a.m. | Virtual | 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.

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. You can find the nomination forms on Arkansas SHRM's [website](#) to nominate a deserving individual or organization.

The nomination deadline is September 15 as 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.

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.

Best HR Practice Award is awarded to a company that demonstrates the importance and positive impact strong HR practices can have within an organization.

\$1,000 Scholarship Available!

Arkansas SHRM State Council presents a \$1,000 scholarship to one deserving college student who demonstrates a commitment to a career in HR. You can find the J.C. Cote Scholarship Application and criteria [HERE](#). The deadline to apply is September 15.



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.



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

The logo features a red square with the letters 'HR' in white, followed by the word 'PROFESSIONALS' in a large, black, serif font, and 'MAGAZINE' in a smaller, black, serif font below it.

HR PROFESSIONALS
MAGAZINE



BHC INSURANCE & NOARK INVITE YOU TO:



HR PRO CONNECT

JULY 21ST ▪ 5:00 PM

Fox Trail Distillery

2121 S Bellview Rd, Rogers

QUESTIONS? CONTACT 316.250.5663
REGISTER FOR YOUR COMPLEMENTARY
BEVERAGE: [HTTPS://RB.GY/QMBT9X](https://rb.gy/qmbt9x)



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

Survey sponsored by



HR2022 - Don't Miss It! Cost increases after 7/31/2022



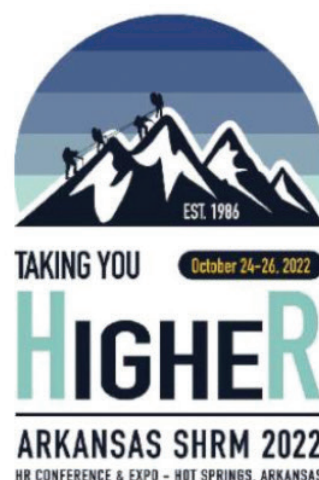
JOIN OUR CLIMB

Registration is open for HR2022!

The Arkansas SHRM HR Conference and Expo will be October 24-26, 2022 in Hot Springs. Visit our website at [HR2022.org](https://hr2022.org) to register as an attendee, exhibitor or sponsor today! Early bird rates end July 31st.

We're excited to announce some of our nationally recognized keynote speakers and other sessions:

- Think Like an Executive and Build Your HR Brand with Pam Green
- Best Practices & Pitfalls of Diversity with Leslie Coleman
- Effective Terminations & Other Adverse Actions - Attorney Panel
- The Critical Relationship between the CEO & HR - Tad Bohannon and Tatiana Herrington
- The Next Generation of Solutions: Why Employers Should Collaborate with Colleges & Universities with Dr. Roderick Smothers, Sr.
- The Importance of HR to an Organization with Dr. Stephanie Nehus
- Higher & Higher: Getting 110% out of Your Employees by Creating an Outstanding Coaching Culture with James Lopata



Register Today!

- Vonnice Boone, Walmart, Inc
- Detrick Jenkins
- Canny Beasley, AR Blue Cross Blue Shield
- Nick Waltke, Student

HELLO

NEW MEMBERS

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Benefits-Accounting Support**, Highlands Oncology Group
- **HR Generalist**, AR Blue Cross Blue Shield
- **Sr Director of HR**, The Elizabeth Richardson Center

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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