



February 2023 NOARK NEWS

NOARK President's Message

Which national news report from January 2023 stood out most to you? Some stories were similar but had unique circumstances. I ask not to incite a comparison of stories but rather to extract your takeaway. For me, it was the importance of thinking things through.

Critical thinking skills are crucial for HR professionals. Granted, we don't know what we don't know, but having a process and team to help us think things through is invaluable. Next time you watch the news, wear your HR hat. What are our fellow practitioners experiencing? May it be celebrating or coping with events in the world, country, community, or workplace. We need each other to think things through.

Registration for timely people management presentations and interactive workshops will be available in the coming months. NOARK is thankful to all its members and sponsors for being there before, when and after we need you.

Lovingly, JDB



NOARK Membership Meeting
Date: February 9th
Time: 11:30am-1:00pm
Location: AR Blue Cross Blue Shield Springdale NWA Corporate Center

The Three Things Employees Really Want; The New Hierarchy of Needs

Description:

We will explore three categories of employee needs and discuss ways to best meet them:

- Career – Employees want assignments that leverage their strengths and position them for growth
- Community – Employees want to be valued and respected by superiors and connected to co-workers throughout the broader organization
- Cause – Employees want to feel like their work has a positive impact on the world

SPEAKER: Brian Sorensen, GPHR, Cobb-Vantress Head of Global HR & EHS

Brian Sorensen is head of human resources for Cobb-Vantress, a wholly-owned subsidiary of Tyson Foods. He leads a team of HR professionals who support team members in ten countries of operation. Together the HR team recruits, retains, rewards, develops, and protects Cobb’s global workforce. Brian previously worked for Tyson Foods, where he served as HR partner for supply chain, engineering, and other key functions of the company. He also has specialist experience in talent acquisition, talent development, and organizational effectiveness. Earlier career stops were made at UPS, The Home Depot, and Saatchi & Saatchi X. He has a bachelor’s degree in sociology and a master’s in operations management – both from the University of Arkansas – and he holds a Global Professional in Human Resources (GPHR) certification from HRCI.

Brian is a native of Springdale and a longtime resident of Fayetteville, Arkansas. He and his wife of twenty-one years have three children, the oldest a senior at Fayetteville High. Brian is a past president of NOARK, and he currently serves as board president for the Fayetteville Public Education Foundation. Over the past ten years he has found a passion for writing. Brian is a regular contributor for the Arkansas Times and Fayetteville Flyer, with a focus on local beer, food, and culture. His book – Arkansas Beer: An Intoxicating History – was published in 2017 by The History Press.

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



Register Today!

February Meeting Patron

**Company
Wellness
Programs**



Member Connect!

**February 28th, 2023
8:00 AM**

Jammin Java
1 W Mountain St #228,
Fayetteville, AR 72701

**EVENT
RESCHEDULED!**





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!

We are seeking volunteers to serve on committees including our website redesign consulting committee, conference committees, and a volunteer for the 2023 ELLA committee with marketing/PR and graphic design experience. Please email [HERE](#) for info.





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

Are you interested in getting your SHRM Certification, but you need help studying for it?

Still time to register...Upcoming Spring 2023 Course February 21st-April 24th

The University of Arkansas offers the SHRM Learning System for SHRM-CP/SHRM SCP. This is a 15-week learning program. You can attend on campus or online (live stream or playback). This course helps ensure you're prepared for your certification exam with their prep course, which utilizes both the SHRM Learning System for SHRM-CP/SHRM-SCP® (the official and most comprehensive, flexible, and effective SHRM certification prep tool) and expert instruction so you will learn faster, retain more knowledge, and stay on track for success on the exam.

The University of Arkansas has agreed to give NOARK members a 10% discount. To receive the discount please contact:

Katie Ricardo
Program Coordinator
Office: 479-464-5024
kstreet@uark.edu

The University of Arkansas Reimagine Arkansas Workforce Project allows qualifying applicants to take the SHRM Learning System course at no cost to them. Folks can learn more and apply online!



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](#)



Attention: NOARK /SHRM Member, WE NEED VOLUNTEERS!

SHRM is currently rolling out a workforce development program in Arkansas that we think will make the job search process easier for both people looking for work, and employers. Arkansas NOARK /SHRM members are on the front line of this issue every single day and we strongly feel that NOARK/SHRM members are uniquely positioned to help young people better understand the job search process, how to create a resume, and how to prepare for an interview.

As part of this work, NOARK/SHRM is partnering with the Arkansas State Chamber of Commerce to support a series of very large “Draft Day” type events where high school students can learn about potential jobs. These large events will be in Rogers, Ft Smith, Stuttgart, and Jonesboro in March and April. Prior to going to the large events, students will be invited to a series of workshops at local high schools to help them prepare to meet employers at the Draft Days. We are looking for NOARK/SHRM members to volunteer as coaches at the workshops.

The workshops are at high schools in the region around the Draft Days. Attached you will find an easy-to-use form to sign up to volunteer at a specific workshop event. Please see highlighted areas that are in need of volunteers. If you have immediate questions, please feel free to call Joe Quinn at 479-426-5931 or Emily at emily.lamm@beprobeproud.org

Thank you in advance for taking time out of your busy life to think about helping with this. More than 6,000 young people in our state have signed up for the Draft Day events. The incredible response is a reminder that people will respond if offered unique and practical ways to learn more about moving into the workforce.

Please click on the link below to register to volunteer at a workshop that is the best fit with where you live and work. Thank you for considering this and thank you for working each day to make Arkansas a better place.

https://docs.google.com/spreadsheets/d/141NNvdWcyiDc7bOHgf0ePzjbM8zN_Hatbc9kpJMT3Kg/edit?usp=sharing



February Diversity Update

The month of [February](#) is full of famous birthdays and history from the past. If you’re looking for a month to celebrate Black history and religious holidays that may be new to you, February is the month for you.



[Visit our website](#)



[Register Today!](#)



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

Survey sponsored by



2023 Call For Speakers!



- **Ricardo Gonzalez**, Jack Henry & Associates
- **Luke Dinger**, TRS Healthcare
- **Ashley Ingram**, Student
- **Theresa Wills**, DKPM Investment Corp
- **Grace Hannon**, Happy Egg
- **Dawn Bailey**, Premier Benefit Consulting
- **Tamara Giudice**, Fastest Labs of NWA
- **Sherry Stephens**, Slim Chickens
- **Mike Whittington**, Match Point Recruiting
- **Andy Jackson**, Gallagher Benefits Services
- **Sidonie Allen**, Student
- **Tammie Lloyd**, Bella Vista Village POA
- **Danny Hudson**, Zebra Technologies

Please reach out to them and make them feel welcome.

NOARK Members FYI...Several of you have asked for contact info for the NOARK September 2022 speaker (Dr. Bowtie Todd). See the link with all his social links and contact information <https://linktr.ee/dr.bowtietodd>

NORTHWEST ARKANSAS HR JOB, LISTINGS

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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NOARK Club23 Sponsor

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