



NOARK NEWS

Mar 2019

Issue No. 86

Dear Member,

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to our www.noark.org website where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call 479.305.2466

All the best,

NOARK Human Resources Association

- *Advancing the Profession*
- *Serving the Professional*

2019 President's Message



Ahhhh, March! That month where we finally see the light at the end of cold winter tunnel. March is a transition month where we are in anticipation of a season's change. It's a wonderful time to reflect on where we just came from and where we want to go. And this month's program fits that transition theme well. First and foremost, Kristi Spaethe is an incredible speaker. She has presented to NOARK previously and her presentation style is engaging as well as entertaining. And her program about being courageous during awkward transitions and conversations will not be any different. Expect to gain a great deal of knowledge and information to take back to your teams all while having fun!

Don't forget that we have a change of venue this month. We will be meeting at The Barn at the Springs, located off of HWY 112. It's a beautiful venue that will be comfortable as well as stimulating.

Next month is the Annual AR SHRM State Conference & Expo in Hot Springs. We do not host a membership meeting in April so our members can attend the conference. And if you have never been, plan to attend. It's such a wonderful conference. And I look forward to seeing many of you there.

As always, I am honored to lead such a strong and reputable group and I am proud of our organization and our advancement of the HR professional.

Sara
NOARK President

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Welcome our new 2019 N
Board and Committee Cl

[Sara Staley, PHR, SHRM-CP](#)
President

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Past President

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[Tina Gilbert](#)
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[Kelly Majdan](#)
Legislative

[Tammie Edrington, PHR, SHRM-CP](#)
Programs

[Jamaikhan Dickey, SHRM-CP](#)
Public Relations

March 14th NOARK Meeting

March 2019 NOARK Meeting "The Art of Awkward"

As Human Resources Professionals and leaders of our organizations, our days are filled with awkward and uncomfortable situations. It's human nature to turn and run in the other direction when we encounter these situations. Whether it is having a hard conversation or calling someone on their behavior, this is hard stuff and takes a mind shift and PRACTICE to get good at. This session is designed to provide the tools to not only deal with "awkwardville" but grow from it.

Our agenda includes:

- The need for HR Professionals and Leaders to wade into "awkwardville"
- The 5-step process for moving through the uncomfortable
- Introduction to "Radical Candor"
- Using Radical Candor in:
 - Feedback
 - Teams
 - Calling out behavior

Learning objectives:

- Increased awareness around personal triggers of discomfort
- Development of a process to use in these encounters
- Gain knowledge of Radical Candor

Applicability of Radical Candor that can be used in personal and professional settings.

Session approved (1) SHRM PDC and approved for (1) HRCI "General" hour.

Presented by Kristi Spaethe, SHRM-CP, PHR



Kristi Spaethe is President and Principle Consultant of The People Perspective, LLC, an HR Consulting firm helping organizations realize their Best Practices in Human Resources. Additionally, Kristi serves as an adjunct instructor for Tulsa Technology Center. With over 10 years' experience in "all things HR", Kristi's past experience includes companies such as QuikTrip, Solvay, NORDAM and SBS Industries.

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

Currently, Kristi serves as the President of the Tulsa Area Human Resources Association and has served in other board roles with the association since 2014. Kristi also gives back to the community by giving her time to non-profit organizations such as Women in Recovery, where she uses her expertise to assist the participants in being workforce ready. 5392 AR-112, Springdale, AR 72762

Location Change for March Meeting
"The Barn at the Springs"
5392 AR-112, Springdale, AR 72762



"The Barn at the Springs"

[Tiffany Barnes, aPHR](#)
Wage & Benefits

[Tammy Sexton](#)
Young Professional

[Cathleen Hoffman, SHRM-S
SPHR](#)
NOARK Chapter Administrator

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PO Box 1016
Fayetteville, Arkansas 72702

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NOARK Vendor
Directory!!**

**View the
Vendor Direct**

Hey New NOARK Members!

Are you ready to "perk" up your career?

JOIN US FOR COFFEE & LEARN MORE ABOUT NOARK!



See you at one of the following dates/locations!

March 27th, 9:00am
Onyx Coffee, Springdale
7058 W. Sunset Ave

March 27th, 3:30 pm
Starbucks Coffee
Joyce & College, Fayetteville

March 28th, 9:00am
Onyx Coffee, Springdale
7058 W. Sunset Ave



[Here!](#)



SHRM Foundation

Advance

Learn more at
shrmfoundation.org/scholarships

The SHRM Foundation is awarding 500k in certification academic professional development scholarships in 2019. Don't miss your opportunity to apply for a scholarship. Visit website for full list of deadlines and learn how you can advance your career today. Don't forget you can help the SHRM Foundation continue to empower HR professionals by donating at our monthly meetings.

Diversity & Inclusion Calendar

Connecting People & Possibilities

Women's History Month

Check out these Links
<https://womenshistorymonth.gov/>
<https://www.loc.gov/>
<https://olcifest.org/womens-history-month/>
<https://www.internationalwomensday.com/>

March 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Employee Appreciation Day	2
3	4	5 Mardi Gras Shrove Tuesday	6 Ash Wednesday	7	8 International Women's Day	9
10 Daylight Savings Begins	11	12	13	14	15	16
17 St. Patrick's Day	18	19	20 March Equinox	21 Purim Begins	22	23
24/31 Int'l Transgender Day of Visibility	25	26	27	28	29 Nat'l Vietnam War Veterans Day	30

All event information has been obtained from internet websites and is not necessarily encouraged or endorsed by ADOHRM.

NOARK Photograph/Videotape Release

The undersigned understands that the Northwest Arkansas Human Resources Association ("NOARK") will photograph/videotape the undersigned in connection with the NOARK event; and the undersigned hereby consents to such photographing/videotaping by NOARK and to the use of such photographs/videotape by NOARK as it may choose within its discretion in any media. NOARK shall have exclusive ownership of the photograph/videotape.

This statement is being added to our membership application. If you have already joined/renewed for 2019 and you want to opt out please contact Cathleen at info@noark.org

In YOUR Corner...

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2016/10/27/six-words-of-advice-every-young-hr-professional-should-hear/>

NOARK SURVEY DATA COLLECTION CATEGORIES

Salary/Budget

Industry Data
Economical Impact
Starting Pay
Pay for Performance
Maximums/Ranges
Mean Wages
Median Wages
Salaries & Ranges
 Average Increase %
 Projected Increase %
Variable Pay
 Performance based
 Profit Sharing
 Sales Incentives/Bonus
 Holidays
 Attendance
 Shift Differentials

Compensation (Positions)

Administrative & Support Services
Banking & Financial Services
Engineering
Finance, Accounting & Payroll
Food Service/Restaurants
Health-Related Services
Human Resources & Training
Information Technology
Production & Manufacturing
Marketing & Customer Service
Transportation

Benefits

Total Costs
Health Plan Designs & Premiums
Deductibles
Co-Pays
Cost Containment Features
Grandfather Status
Plan Limits - Annual & Lifetime
Health Savings Accounts
Prescription Drug (retail/mail)
Dental Plan Designs & Premiums
Vision Plan Designs
Disability - Short/Long Term
Life Insurance
Retirement
 Plan Designs
 Contribution Schedules
 Vesting Schedules
 Investment Options
 Auto Enroll vs Election
Supplemental Benefits

Other Benefits

Cafeteria Plan
Health & Wellness
Paid Time Off
Holidays/Floating
Birthday
Personal/Sick Leave Days
Vacation Schedule
Education Incentives
Retention Incentives

*Questions?
Please email Tiffany Barnes
noarkwageandbenefits@noark.org*

NOARK Career Center!!!

- **Director of Human Resources**-LifeStyles, Inc
- **Complex Safety Manager**-George's Inc
- **Human Resources Rotational Associate**-Gates Corporation
- **Human Resources/Accounting Assistant**-Outdoor Cap

Welcome New NOARK Members!!!

WELCOME NEW NOARK MEMBERS!!!

- **Jeremy Guyll** - The Jones Center
- **Milly Thornton** - John Brown University
- **Grant Harris** - John Brown University
- **Coplea Donley** - John Brown University
- **Giovani Bejarano** - 1st Employment Staffing
- **Mariana Portillo** - John Brown University
- **Anna Brodnick** - John Brown University
- **Robin Coggins** - Point Financial Group
- **Kate Hielscher** - The Eye Center
- **Brooke Eaton** - John Brown University
- **Matthias Herman** - John Brown University
- **Stennett Thompkins** - American Automobile Association (AAA)
- **Lisa Norman** - Delta Group Electronics
- **Breanna Tidwell** - JTS Financial
- **Becky Davidson** - Express Employment Professionals



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself. Join or [RENEW SHRM membership now!](#)

Northwest Arkansas Human Resources Association, Inc.

NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.

[Come explore NOARK!](#)

NOARK Human Resources Association, PO Box 1016, Fayetteville, AR 72701

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