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### April Meeting Information

### Leading Yourself presented by Kristi Pfliger-Keller

April 13, 2023  
8:15 am Doors Open  
8:30 am Chapter Meeting &  
Presentation



Meeting Location:  
NDSU Extension Service Office  
2680 Empire Road, Dickinson  
(North of Sanford Clinic)  
Enter Door C / South Side

<http://ndsahra.shrm.org>

## April Meeting

Leading Yourself presented by  
Kristi Pfliger-Keller



*Kristi Pfliger-Keller*

Ever find yourself being a “Judgey McJudgerson” at work? You know, the conversation in your head or with colleagues that starts with “Geez...our co-worker should have handled that differently. Or can you believe what this person just said? I would have said that in a much nicer gentler way!” But have you really... REALLY assessed how you are leading yourself with as much scrutiny as you do others?

This workshop will put your own leadership in the spotlight. Is there a gap of truth between how you THINK you act and how you REALLY appear to others? By tackling some tough questions, participants will gain insight to their own leadership abilities and examine tools for growth. Attendees will identify tools to enhance self-leadership.

Kristi Pfliger-Keller is a high-energy speaker and trainer dedicated to empowering audiences of all backgrounds. By combining an off-beat sense of humor with her “been- there, done-that” work examples, she leaves audiences laughing while identifying practical tools for change. A graduate of Northern State University (Go Wolves!), she holds a bachelor’s degree in Political Science and Public Relations. In addition, she is a Certified Family Development Specialist. Her diverse background includes gigs in the for and non-profit world, small business owner, and mother extraordinaire. ■



### Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or [abaranko@bravera.bank](mailto:abaranko@bravera.bank) . ■



## Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



## President's Message

Greetings! I am excited to see something other than "white" and remain hopeful that green grass is in our near future. Fingers crossed. This month Kristi Pfliger-Keller is going to have us look in the mirror and spring into action as we look at some of our own self-leadership skills. Please remember this month's presentation will not be recorded. Don't miss out!

If you have any suggestions for how we can improve your membership value, please reach out to myself or any of our board members. We would love to hear your feedback on how we can continue to maximize the value of your membership.

DeEil Jordre  
SAHRA President

*When you look for the good in others,  
you discover the best in yourself.*

### Society for Human Resource Management

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Alexandria, VA 22314  
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#### Thank You!

Thank you for your contributions to this edition of the SAHRA Newsletter.

### Southwest Area Human Resource Association

This newsletter is a publication of the Southwest Area Human Resource Association Chapter #0571  
PO Box 132 • Dickinson ND 58601  
<http://ndsahra.shrm.org>  
Newsletter Editor: Carrie Zubke

## Treasurer's Report

Southwest Area Human Resource Assoc.  
March, 2023

New Statement Balance				\$15,499.57
Current Checks / Deposits	3/20/2023	Interest earned		\$0.12
	2/24/2023	Deposit	Member dues	\$40.00
	2/24/2023	Deposit	Member dues	\$80.00
	3/8/2023	Deposit	Member dues	\$130.00
	3/10/2023	Deposit	Member dues	\$160.00
	3/2/2023	Market Press Coffee	Speaker gift cards (2 @ \$25 ea)	(\$50.00)
Compare to ending bank statement balance		\$15,859.69		
Outstanding Checks / Deposits	#646 4/11/2022	Stark County	Meeting room deposit	(\$100.00)
	#655 3/9/2023	US Post Office	Annual PO box rental	(\$176.00)
BALANCE				\$15,583.69

# SAHRA Board Minutes

March 9, 2023

Present: Carrie Zubke, Melissa Stoltz, Krissy Kilwein, Alyssa Baranko, AJ Eslinger, April Frank, Marie Bittner, DeEll Jordre and Kim Heidt (virtual)  
Absent: Amber Beld and Tiffany Benner. Guests: None.

President Jordre called the meeting to order at 9:41 a.m.

President Jordre called for a motion to approve the February treasurer's report that was published in the March newsletter. Upon motion by Carrie Zubke, second by A.J. Eslinger, motion passed and was carried.

President Jordre called for a motion to approve the February Board of Director meeting minutes that were published in the March newsletter. Upon motion by Marie Bitter, second by Alyssa Baranko, motion passed and was carried.

## COMMITTEE REPORTS:

Program- Carrie Zubke / Committee: Carrie reported that the committee is working on 2023 programming and welcomes ideas. Future Programs: April (Mental Health), May (State Council), June (DOL Presentation), July (No meeting), August (Diversity), September (Membership Month), October (Roundtable), November (TBD), December (No meeting).

Diversity- Tiffany Benner: No report.

SHRM Certification- Alyssa Baranko:

No report.

SHRM Foundation – April Frank: April requested any ideas for the SHRM Foundation fundraiser. An option has not been confirmed as of yet.

President Elect / Legislative Affairs: Marie Bittner – No report.

Membership- Kim Heidt: Melissa reported that there are only 10 members left to renew for 2023. Thank you, Kim, for your work on this!

Public Relations/Technology –Krissy Kilwein: No report.

Workforce Readiness – Amber Beld: No report.

Community Relations – AJ Eslinger: AJ reported that she plans to work with the DVRCC for a possible donation drive. She will have more information at an upcoming meeting.

Secretary/Treasurer- Melissa Stoltz: No report.

President – DeEll Jordre: No report.

## OLD BUSINESS:

The final 2023 budget was in the March newsletter.

President Jordre reported on the updated bylaw submission. The updates have been submitted to SHRM. SHRM responded with several requests that President Jordre will respond to after compiling the information requested.

The UMary training partnership was discussed. Marie will follow up with UMary on possible options and Krissy

*(Continued on page 4)*

## Southwest Area Human Resource Association Board of Directors

### President:

DeEll Jordre  
Marathon Petroleum, Dickinson  
dmjordre@marathonpetroleum.com | 701-456-6912

### Past President / SHRM Foundation Director:

April Frank, PHR, SHRM-CP  
FH Holdings / Home & Land Co, Dickinson  
aprilhouseholder@yahoo.com | 701-590-2900

### President Elect / Legislative Director:

Marie Bittner  
CBIZ Benefits, Glen Ullin  
marie.bittner@cbiz.com | 701-260-5964

### Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP, Dickinson  
a\_mstoltz@yahoo.com | 701-260-3729

### Certification Director:

Alyssa Baranko, SHRM-SCP  
Bravera Holdings Corp., Dickinson  
abaranko@bravera.bank | 701-483-3229

### Community Relations Director:

AJ Eslinger  
Charbonneau Car Center  
om.office@charbonneautomotors.com | 701-456-9605

### Workforce Readiness Director:

Amber Beld, SHRM-CP  
Dickinson  
amber.beld@gmail.com

### Membership Director:

Kim Heidt  
Steffes, LLC, Dickinson  
kheidt@steffes.com | 701-690-6686

### Program Director:

Carrie Zubke, SPHR, SHRM-SCP  
Bravera Holdings Corp, Dickinson  
czubke@bravera.bank | 701-483-3287  
Committee Members include: Joetta Percy, Marie Bittner, and Carissa Suter.

### Marketing Director:

Krissy Kilwein, SHRM-CP  
Dickinson State University, Dickinson  
krissy.kilwein@dickinsonstate.edu | 701-502-4304

### Diversity Director:

Tiffany Benner  
Killdeer Mountain Manufacturing, Dickinson  
tiffany.benner@kmmnet.com | 406-971-5545

# SAHRA Meeting Minutes

March 9, 2023

Members Present: Alyssa Baranko, April Frank, Krissy Kilwein, Melissa Stoltz, Carrie Zubke, DeEll Jordre, Marie Bittner, AJ Eslinger, and Aimee Kovash. Members Via Zoom/Virtual: Tammy Haugen, Joetta Percy, Sierra Burgess, John Cloutier, Michelle Dohrmann, Kim Heidt, Katelyn Ebach, Brittani Hoff, Nancy Lantz, Libby Matthews, Dannielle Parkin, Carey Praus, Patty Riely, Brandon Sickler, Carissa Suter, and Natalie Torgerson. Guests present: Amber Exon - McKenzie Health, Bill Suter – The Coteau Properties Company.

President Jordre called the meeting to order at 8:22 a.m.

President Jordre called for a motion to approve the February Chapter meeting minutes that were published in the March newsletter. Upon motion by Krissy Kilwein, second by April Frank, motion passed and was carried.

**NEW MEMBERS:** President Jordre welcomed new members Chantel Keller (Braun Distributing), Libby Matthews (Dickinson Ready Mix), and Alissa Karsky (Ironworks). Welcome!

**ANNOUNCEMENTS:**

•President Jordre announced that the February Treasurer report was available for review in the March newsletter. If there are any questions, please contact a Board member. The 2023 budget was finalized

and approved, and located in the March newsletter.  
SHRM Spotlight - None.

**COMMITTEE REPORTS:** Community Relations – AJ shared information regarding the DPS School Pantry to be held March 6-27, 2023.

**OLD BUSINESS:** None.

**NEW BUSINESS:** The ND State SHRM Conference registration is now open! It will be held on September 12-14, 2023 in Bismarck. Information is available at [www.ndshrm.com](http://www.ndshrm.com).

The business meeting adjourned at 8:27 a.m. ▪

**PROGRAM:** Post COVID Roundtable: Impact of COVID on the Workplace from an HR & Leadership Perspective – Bill Suter, Human Resources Manager, The Coteau Properties Company. ▪

Minutes submitted by:  
Melissa Stoltz, Secretary/Treasurer  
DeEll Jordre, President

# SAHRA Board Minutes

*(Continued from page 3)*

will follow up with DSU to obtain their options as well. The State Council will attend the May 11, 2023 SAHRA Membership meeting.

**NEW BUSINESS:** President Jordre reported that the EXCEL award submission information is due by March 15<sup>th</sup>. She will gather information from Board members to submit by the deadline.

Meeting adjourned at 10:25 a.m. ▪

Submitted by: Melissa Stoltz,  
Secretary/Treasurer  
Approved by: DeEll Jordre,

The first State Council quarterly newsletter was e-mailed out on 4/5/2023. If you did not receive it (please check your spam box) e-mail [aprilfrank@ndshrm.com](mailto:aprilfrank@ndshrm.com) to be added to the mailing list.



# LESSONS IN BUSINESS

## Strategic Planning

By Debora Dragseth, P.D.

Does your organization or business unit have an updated strategic plan? If you don't, it may be because you are using one or two of the most common excuses: 1) Strategic planning is for the bosses, not for me. I just do what I am told by the corporate. 2) Strategic plan? Are you kidding? Things are changing so quickly around here, I am lucky if I can plan for an oil change.

Let's look at these excuses individually. Although strategic planning is most often thought of as a corporate-level function, in reality, in order to be relevant and effective, strategic plans should be developed, communicated and implemented at all levels of the organization. If lower- and mid-level employees are completely left out of the strategic planning process, you can expect a high and often insurmountable border between strategy and execution due to lack of buy-in.

As for excuse number two, all businesses find themselves in a more chaotic environment today than they did in the past. Businesses haven't been able to follow trend lines and be confident that the coming year will be similar to last year since the 1980s. However, because today's changing environment is so accelerated, there is more—not less—need for strategic planning.

Consider management guru Peter Drucker's famous quote that "sloughing off yesterday is almost impossibly difficult, yet every organization must get used to doing it regularly." A strategic plan is not meant to be static; it should be adaptive and flexible, a living document that focuses on the company's strategic vision; it should be reviewed, shared, discussed and implemented throughout the entire organization.

Fearful or fearless? Ask yourself if your company's strategic plan is fearful or

fearless. Does the plan focus on the limitations to, or the possibilities of, moving forward?

Imagine your company (or business unit) as it could be rather than as it currently is. Then ask yourself: If we got all the breaks, if everything went our way, what could this company look like in five to ten years?

Then consider: What are the activities that are most likely to achieve the results that we want? Write down these activities and prioritize them. This is known as developing a plan of action. The next step is to analyze what barriers might inhibit you from following your plan of action and achieving your goals.

Your principal obstacles may not be your competitors; they may be lack of creativity, the drive to protect self-interest, or the company's "we-have-always-done-it-this-way" culture.

Strategic planning seems like a lot of work, and it is if it is done correctly. Sure, some businesses will succeed by the "flying-by-the-seat-of-their-pants" method, but those businesses are in the minority. The vast majority of thriving companies do not succeed by dumb luck—they succeed by strategically planning and effectively executing.



Dr. Debora Dragseth  
Professor of Business  
Administration  
Dickinson State University



Debora Dragseth is a national award-winning writer and a professor of business at Dickinson State University. Her column appears monthly, providing workable solutions to common workplace issues. ■

## Registration is open for the ND SHRM 2023 State Conference!

It will be held in Bismarck on September 12-14th. Visit <https://ndshrm.com/state-conference/> to learn more and get registered.

### Looking for Sponsors & Exhibitors!

Do you work for a company that would like to get in front of HR professionals from around the state? Contact the ND SHRM State Conference sponsorship committee at [sponsorship@ndshrm.com](mailto:sponsorship@ndshrm.com) for more information.



## Diversity and Inclusion Employment Rate Rising for People with Disabilities

Since before the pandemic, the unemployment rate of people with disabilities has gradually fell but is still considered twice as high as those who do not have a disability. From research, this positive trend is attributed to the “gradual tightening of labor markets” as well as the ubiquity of remote work that has helped individuals with disabilities secure employment. Allowing remote work has helped federal contractors retain experienced workers and led to an increase use of more technology, which has made it easier for individuals with disabilities to work from home. Has your company experienced this or currently dealing with this?

Read more about it at: <https://www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/Employment-Rate-Rising-for-People-with-Disabilities.aspx> ■



## ASK AN ADVISOR

HAVE AN HR QUESTION?  
WE'RE HERE TO HELP.

SHRM's HR Knowledge Advisors offer guidance, real-life personal / professional experiences, and resources to assist our members with their HR-related inquiries. This member benefit includes up to 15 inquiries per 12-month membership period.

This benefit is not offered to SHRM student members or non-SHRM members. [Join/Renew Now](#) to gain access. ■



1. Baranko, Alyssa, SHRM-SCP\*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP\*- Dickinson
3. Benner, Tiffany\*-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, Dickinson
5. Bittner, Marie\*-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra\*-Therapy Solutions, Dickinson
8. Calihou, Dessie\*-Dunn County, Manning
9. Camisa, Joe-Bismarck State College, Bismarck
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Ebach, Katelyn, SHRM-CP-ESRI, Dickinson
14. Enney, Justin\*-Killdeer Mountain Manufacturing, Dickinson
15. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
16. Eslinger, AJ\*-Charbonneau Car Center, Dickinson
17. Exon, Amber-McKenzie County Healthcare Systems, Watford City
18. Fetch, Cindy – Southwest Water Authority, Dickinson
19. Fitzsimmons, Amanda, SHRM-SCP\*-Continental Resources, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce
21. Frank, April, SHRM-CP, PHR\* - FH Holdings / Home & Land Co, Dickinson
22. Hagen, Richard\*-Theodore Roosevelt Medora Foundation, Medora
23. Haight, Reghan-Theodore Roosevelt Medora Foundation, Medora
24. Hanson, Shelly\*-Fisher Industries, Dickinson
25. Harper, Lynae, SHRM-CP-Chord Energy
26. Haugen, Tammy-Marathon Petroleum, Dickinson
27. Heidt, Kim\*-Steffes, LLC, Dickinson
28. Heiser, Ashley-Benedictine Living Community, Dickinson
29. Hintz, Kristy\*-Ixom Watercare, Dickinson
30. Hintz, Layne-City of Dickinson
31. Hoff, Brittani\*-Western Cooperative Credit Union, Dickinson
32. Jenkin, Jackie- Dickinson
33. Jirges, Karen\*-Ebeltoft . Sickler . Lawyers, Dickinson
34. Johnson, Katrina, PHR\*-Baker Boy, Dickinson
35. Johnson, Mackenna-Baker Boy, Dickinson
36. Jordre, DeEll\*- Marathon Petroleum, Dickinson
37. Karsky, Alissa\*-Ironworks, Dickinson
38. Kaufman, Tanner\*-Fisher Sand & Gravel, Dickinson
39. Keller, Chantel-Braun Distributing, Dickinson
40. Kilwein, Krissy, SHRM-CP\*-Dickinson State University, Dickinson
41. Kirchoffner, Jessica\*-City of Watford City
42. Klusmann, Chandra-Steffes, Dickinson
43. Kovash, Aimee-Job Service, Dickinson
44. Lantz, Nancy - Southwestern District Health Unit, Dickinson
45. Matthews, Libby\*-Dickinson Ready Mix, Dickinson
46. Messer, Jennefer, SHRM-SCP\*- Fisher Industries, Dickinson
47. Michael, Sara\*-Theodore Roosevelt Medora Foundation, Medora
48. Murray, Jen\*-Southwest Water Authority, Dickinson
49. Nameniuk, Shelly, SHRM-CP\*- City of Dickinson, Dickinson
50. Nicklos, Amanda-Steffes, LLC, Dickinson
51. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
52. Oase, Matt\*-City of Killdeer
53. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
54. Olheiser, Chris\*-Lund Oil, Inc., Watford City
55. Parkin, Dannielle-TMI, Dickinson
56. Percy, Joetta, SHRM-SCP\*-Stark County, Dickinson
57. Pearson, Madison-Steffes, Dickinson
58. Peterson, Rachel\*-Fisher Industries, Dickinson
59. Praus, Carey, SHRM-CP\*-Benz Oil Company, LLC, Killdeer
60. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
61. Riely, Patty-Dickinson Parks & Recreation, Dickinson
62. Sickler, Brandon\*, SHRM-CP-Steffes LLC, Dickinson
63. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
64. Stoltz, Melissa, SHRM-SCP\*, Dickinson
65. Strommen, Sheila\*-Theodore Roosevelt Foundation, Medora
66. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
67. Swanson, Ashley\*-Steffes, LLC, Dickinson
68. Torgerson, Natalie\*-City of Dickinson
69. Tysver, Danita - Stark County Development, Dickinson
70. Wallace, Sarah\*- Wallace Business Services, Dickinson
71. Zubke, Carrie, SPHR, SHRM-SCP\*,- Bravera Holdings Corp, Dickinson

\* - indicates SHRM National Membership

**PHR** indicates HRCI's Professional in Human Resources certification

**SPHR** indicates HRCI's Senior Professional in Human Resources certification

**SHRM-CP** indicates SHRM's Certified Professional certification

**SHRM-SCP** indicates SHRM's Senior Certified Professional certification