

What's Inside...

President's Message	2
Treasurer's Report	2
SAHRA Board Minutes	3
SAHRA Meeting Minutes	3
Succeed Through Networking with These Tips	4
How to Spark a Team's Creativity	5
Spin Failure Into Success	5
SHRM Foundation Grand Prize	5
Membership List	6

January Meeting Information

Wellness Panel

Jared Erie, Therapy Solutions
Heather Dressler, Body Lift Fitness
Joe Champa, N.E.W. Training

January 10, 2019
11:30 am MT
Lady J's Restaurant & Catering

January Meeting

Wellness Panel

Our January presentation will focus on wellness topics. Heather Dressler, Trainer and Owner of Body Lift Fitness in Dickinson, will talk about the effects sitting has on our bodies, how to change the 'office affect', and much more. Jared Erie is an Occupational Therapist with Therapy Solutions in Dickinson. He will present information on matching a worker to a work environment and how to identify ergonomic issues. Joe Champa with N.E.W. Training will present information on diet and nutrition and the overall effect that has on the body. Join us for our next meeting, Thursday, January 10, 2019, 11:30 am MT at Lady J's Restaurant and Catering. ■



Are You Attending SAHRA in January?

Please RSVP at NDSAHRA.shrm.org, scroll down to Upcoming Events and click "Register Here."
Menu: turkey or ham sandwich, cup of vegetable soup, ice tea or water, and cookie. \$12 per person; includes tax and tip. Cash or check accepted with advance RSVP. ■



Like us on Facebook!

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



Society for Human Resource Management

1800 Duke Street
 Alexandria, VA 22314
 Phone: 703.543.3340
 Toll Free: 800.293.SHRM
 Email: shrm@shrm.org
 Website: www.shrm.org

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

President's Message



Happy New Year! I hope everybody had an enjoyable holiday season. I'm looking forward to serve as your SAHRA President this year. For those of you who don't know me, I am the HR Generalist at McKenzie Electric Cooperative, Inc. in Watford City. I grew up in Beulah and attended college in Fargo at North Dakota State University. I recently completed the online graduate program at the University of Mary to obtain my master's degree. Prior to McKenzie Electric I worked for Blue Cross Blue Shield out of the Dickinson office, then in the oilfield in HR for about three years. If you don't see me for a couple of months it's because I'm expecting a baby towards the end of January. Fortunately, we have a very dedicated Board who won't miss a beat while I'm out.

Speaking of those dedicated folks, we have some changes to our board in 2019.

Sarita Haag, as Past President, will transition to the Foundation Director in 2019. I

(Continued on page 3)

Treasurer's Report

Southwest Area Human Resource Assoc
 December, 2018

New Statement Balance				\$14,758.66
Current Checks / Deposits	12/20/2018	Interest earned		\$0.11
#603	11/8/2018	Dickinson Chamber of Commerce	Membership dues	(\$150.00)
#604	11/20/2018	Kostas Voutsas	Speaker fee	(\$400.00)
#605	11/27/2018	Carissa Suter	Lunch—Board planning session	(\$98.22)
#606	11/25/2018	Carrie Zubke	Early membership renewal gift card	(\$52.00)
#608	12/13/2018	Fluffy Fields	Networking social	(\$627.50)
Compare to ending bank statement balance		\$13,431.05		
Outstanding Checks / Deposits	#607	DeAnn Scheeler	SHRM Foundation year end prize	(\$125.00)
TOTAL:				\$13,306.05

SAHRA Board Minutes

No December board meeting. ■

SAHRA Meeting Minutes

No December membership meeting. ■

President's Message

(Continued from page 2)

want to thank Sarita for all of her hard work in 2017 and 2018 and for her continued dedication as she takes on her new role for SAHRA.

DeAnn Scheeler will be transitioning out of her role as Foundation Director and leaving the Board in 2019, but will remain a member of SAHRA. DeAnn has served many years on our Board and we are better because of her. Thanks for everything, DeAnn!

Our new Board Members or Board Members who have moved into new positions include:

- Past President/SHRM Foundation Director – Sarita Haag
- President Elect/Legislative Director – April Frank, PHR, SHRM-CP
- Program Director – Lynae Harper, SHRM-CP
- Public Relations/Technology Director – Krissy Kilwein
- Diversity Director – Alison Johnson

Thank you to the continued dedication from the following Board Members:

- Secretary/Treasurer – DeEll Jordre
- Certification Director – Carrie Zubke, SPHR, SHRM-SCP
- Community Relations Director – Amanda Pearson, SHRM-CP
- Membership Director – Melissa Stoltz, SHRM-SCP
- Workforce Readiness - Kathleen Obritsch

The Board held a Strategic Planning meeting in December and I'm excited about some of the changes that our group will be implementing in 2019. As you all know, we have transitioned our meeting location to Lady J.'s for the near future and that seems to be working very well for our group. We are also working on securing speakers for 2019 based on some of the suggestions you made in 2018. If you have suggestions on speakers or programs, don't hesitate to reach out to a member of our Board. The same goes for any suggestions on how SAHRA can improve. You can find 2019 Board contact information on page three of the newsletter.

I wish you all the best in 2019 and I look forward to working with you all in the coming two years. ■

Carissa Suter, SHRM-CP
SAHRA President

Southwest Area Human Resource Association Board of Directors

President:

Carissa Suter, SHRM-CP
McKenzie Electric Cooperative, Watford City
csuter@mckenzieelectric.com | 701-870-4110

Past President / SHRM Foundation Director:

Sarita Haag
Continental Resources, Inc., Dickinson
sarita.haag@clr.com | 701-764-6582

President Elect / Legislative Director:

April Frank, PHR, SHRM-CP
Dry Bulk Rentals, LLC, Dickinson
aprilhouseholder@yahoo.com | 701-590-2900

Secretary-Treasurer:

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

Certification Director:

Carrie Zubke, SHRM-SCP, SPHR
American Bancor, Ltd., Dickinson
czubke@weareamerican.com | 701-483-3287

Community Relations Director:

Amanda Pearson, SHRM-CP
Patterson-UTI Drilling Company, Dickinson
amanda.pearson@patenergy.com | 701-260-2852

Diversity Director:

Alison Johnson
Dickinson T-R Regional Airport, Dickinson
ajohnson@dickinsonairport.com | 701-483-1042

Membership Director:

Melissa Stoltz, SHRM-SCP
a_mstoltz@yahoo.com | 701-260-3729

Program Director:

Lynae Harper, SHRM-CP
Whiting Oil and Gas, Dickinson
lynae.harper@whiting.com

Public Relations / Technology Director:

Krissy Kilwein
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-483-2530

Workforce Readiness Director:

Kathleen Obritsch
Dickinson State University, Dickinson
kathleen.obritsch@dickinsonstate.edu | 701-483-2541

Succeed Through Networking With These Tips

Success, they say, isn't just a matter of what you know, but whom you know as well. That means networking is essential to getting what you want. It may feel awkward and uncomfortable, especially at first, but you can build a useful professional network by keeping this advice from the *Men's Journal* website in mind:

- **Be patient.** Don't expect instant success. Building meaningful connections takes time, so remember that you're in it for the long haul. There's no quick route to success.
- **Be persistent.** Someone you're trying to connect with? Don't give up after one try. Without being a pest, you'll probably be able to earn a response you can build on if you just keep trying—and offer something of value.
- **Acknowledge the awkwardness.** Everybody knows that networking feels unnatural. Instead of trying to hide your discomfort, bring it out into the open in a non-embarrassing way: "Hi, Tom, I happened to see your presentation online and wanted to tell you I was really impressed by ..."
- **Don't apologize.** You may be tempted to begin your networking messages with "I'm sorry to bother you," or "I apologize if this is an intrusion, but ..." This rarely impresses people whose respect and attention you want. Be confident (without becoming arrogant). Focus on what you've got to share with the other person.
- **Take calculated risks.** Don't be afraid to reach out to the top people in your industry. If you've got something of real value to offer, they'll respond even if you're not well-known in your field. ■

First Draft
January 2019



Successful people begin
where failures leave off.
Never settle for "just getting
the job done." Excel!

—Tom Hopkins



I know the price of success:
dedication, hard work, and an
unremitting devotion to the
things you want to see
happen.

—Frank Lloyd Wright

How to Spark a Team's Creativity

If you're a manager, you want your team to be creative and innovative. Otherwise your organization won't develop new products and services, and you'll grow stagnant—along with your revenues. Try these tips from the AllBusiness website for leading a creative team:

- **Create a happy atmosphere.** People can't think creatively if they're under constant stress. Do everything you can to help people do their best work and achieve their dreams. When they're happy, team members feel free to suggest fresh ideas and try new things.
- **Keep an open mind.** Don't shoot down ideas too quickly. Even if they seem quirky or outlandish, explore all the ideas that come to you, looking for some aspect you can incorporate into your operations.
- **Be grateful for ideas.** When employees bring you ideas, thank them immediately. They'll feel appreciated and eager to offer more. Suggesting ideas for new products or improvements shows that they're committed to your organization's success.
- **Take your time.** Don't rush into anything. The best ideas can take a long time to bring to fruition. Take the time to test ideas before implementing them fully, so you can make adjustments and improvements as necessary.
- **Be curious.** Question the conventional wisdom. Keep asking "why?" about the problems you confront. Look around and explore everything, even if it doesn't seem directly related to your business. A mindset of curiosity can help you make connections and open new doors of imagination. ■



Spin Failure Into Success

First Draft
January 2019

Failure can be one more step on your road to success—you just have to turn it around in a positive direction. Here are some creative ways to view failure:

- Failure can push you harder to succeed.
- Failure can strengthen your determination to overcome obstacles.
- Failure can make you braver in the face of opposition.
- Failure can help you learn what you need to do in order to succeed.
- Failure can teach you what your limitations are—and your strengths.
- Failure can encourage you to change your strategy. ■

SHRM Foundation Raffle Grand Prize

Congratulations to Krissy Kilwein who was the grand prize winner of the SHRM Foundation annual basket drawing. Everyone who purchased a raffle ticket throughout the year had their name in the drawing for each ticket they purchased. Krissy's name was drawn at the Member Social on December 6, 2018 for a "Downtownner's Basket," which included a several gift cards from businesses in downtown Dickinson. ■

First Draft
January 2019

1. Anderson, Missy, SHRM-CP* - Patterson-UTI Drilling Co, Dickinson
2. Beaudoin, Leann-Southwest Water Authority, Dickinson
3. Benner, Tiffany-Dickinson State University (student member)
4. Berry-Gietzen, LeAnne-Trial Runners, Dickinson
5. Canen, Jade-White Owl Energy Services, Dickinson
6. Cloutier, Jon*-St Luke's Nursing Home, Dickinson
7. Coleman, Kristen—Titan Energy Services, Dickinson
8. Cook, Lindsey, SHRM-CP*, PHR- Creek Energy Services, Dickinson
9. Dave, Zafar-Killdeer Mountain Manufacturing , Dickinson
10. Dicke, Chelsea* -Theodore Roosevelt Medora Foundation, Medora
11. Diede, Sarah-Wyoming Casing, Dickinson
12. Fetch, Cindy – Southwest Water Authority, Dickinson
13. Fox, Etta-Sax Motor Co., Dickinson
14. Frank, April, SHRM-CP, PHR* - Dry Bulk Rentals, LLC, Dickinson
15. Gomillion-Giese, Donna * - Remote Control Resources, Dickinson
16. Haag, Sarita*-Continental Resources, Inc., Killdeer
17. Haderlie, Cindy-City of Dickinson
18. Hanson, Shelly* - Fisher Industries, Dickinson
19. Harper, Lynae, SHRM-CP*-Whiting Oil & Gas, Dickinson
20. Haugen, Tammy-Marathon Petroleum, Dickinson
21. Heidt, Amanda-Steffes Corporation, Dickinson
22. Heidt, Kim*-Steffes Corporation, Dickinson
23. Hellman, Julie-American Insurance Center, Dickinson
24. Hendricks, Britney-SHRM-SCP,* Western Cooperative Credit Union, Dickinson
25. Hintz, Kristy*-The Medora Corporation, Dickinson
26. Honcharenko, Vicky-American Bancor, Ltd., Dickinson
27. Howe, Rebecca, SPHR, SHRM-SCP*- Titan Energy Services, Dickinson
28. Hueske, Coley*-Savanna Well Servicing, Dickinson
29. Huizenga, David-Bismarck State College/Train ND, Bismarck
30. Jackson, Andrea, SHRM-CP*-Whiting Oil & Gas, Dickinson
31. Jahner, Rosie* - Able, Inc., Dickinson
32. Jahner, Zach - Baker Boy, Dickinson
33. Jahraus, Jessica-Wyoming Casing, Dickinson
34. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
35. Johnson, Alison-Theodore Roosevelt Regional Airport, Dickinson
36. Jordre, DeEll* - Marathon Petroleum, Dickinson
37. Kilwein, Krissy*-Dickinson State University, Dickinson
38. Kovash, Aimee - Job Service North Dakota, Dickinson
39. Krebs, Linda, SHRM-CP*-Stark County, Dickinson
40. Lantz, Nancy - Southwestern District Health Unit, Dickinson
41. Lengowski, Susan*- St. Benedict's Health Center, Dickinson
42. Lindbo, Connie - Community Action, Dickinson
43. Lorge, Dorene*-Dakota Western Bank, Bowman
44. Mann, Allison-Ebeltoft . Sickler . Lawyers, Dickinson
45. Massad, Mary*- SW Water Authority, Dickinson
46. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
47. Murtha, Janilyn, SHRM-SCP*—City of Dickinson, ND
48. Nameniuk, Shelly*- City of Dickinson, ND
49. Oase, Matt*-City of Killdeer, ND
50. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
51. Olson, Hanna-Baker Boy, Dickinson
52. Pavlicek, Pam, PHR - Southwest Grain, Dickinson
53. Pearson, Amanda, SHRM-CP*-Patterson-UTI Drilling Company, Dickinson
54. Praus, Carey*-Benz Oil Co, Killdeer
55. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
56. Roller, Sue, SPHR, SHRM-SCP*- Baker Boy, Dickinson
57. Scheeler, DeAnn, SHRM-SCP*- Trinity Catholic Schools, Dickinson
58. Sickler, Brandon*-Steffes LLC, Dickinson
59. Simonieg, Alexandra-Theodore Roosevelt Medora Foundation, Medora
60. Spangler, Amy - City of Dickinson, ND
61. Stoltz, Ashley*-Steffes LLC, Dickinson
62. Stoltz, Melissa, SHRM-SCP*- Dickinson
63. Suter, Carissa*-SHRM-CP, McKenzie Electric Cooperative, Watford City
64. Tuhy, Shar - American Bank Center, Dickinson
65. Turbiville, Bev-ND Division of Vocational Rehabilitation, Dickinson
66. Turner, Sara-Dickinson Parks & Recreation, Dickinson
67. Tysver, Danita - Stark County Development, Dickinson
68. Vollmer, Sarah, CPP, CCT-Bismarck State College, Bismarck
69. Wallace, Sarah*- Therapy Solutions, Dickinson
70. Working, Suzanne*-White Owl Energy Services, Dickinson
71. Zubke, Carrie, SPHR, SHRM-SCP*- American Bancor, Ltd., 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