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January Meeting Information



"The Art of Letting Go"

Presented by Kristi Pfliger-Keller
*Chief Inspiration Officer with
Traveling Trunk Creative
Services*

Thursday, January 13, 2022

8:30 am MT

Fluffy Fields

8:00 am breakfast available

8:15 am SAHRA chapter meeting

<http://ndsahra.shrm.org>

January Meeting Information

"The Art of Letting Go" will be presented by Kristi Pfliger-Keller at the January SAHRA membership meeting. Kristi is the Chief Inspiration Officer with Traveling Trunk Creative Services.



*Kristi Pfliger-Keller
Traveling Trunk Creative Services*

Kristi 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-bought-the-tshirt" work examples, she leaves audiences laughing while identifying practical tools for change. Kristi has over 20 years of experience in the public speaking and training worlds. She resides on a ranch near Hazen and finds joy in family, photography, a great pair of shoes and an even better cup of coffee!

Is your work or personal space overwhelmed with "stuff"? Have you tried every organizational tchotchke and trick around? Let's examine how our "space" actually impacts our productivity and overall well-being. Start off the new year with a refreshing look at the fine art clearing physical and emotional clutter!

Key learning objectives:

1. Identify tools to aid with organizing your personal and work spaces.
2. Identify the emotional attachment to physical items that make it difficult to throw items away.

Members and guests are invited to join us Thursday, January 13, 2022 at Fluffy Fields in Dickinson. ■

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. ■



Like us on Facebook!

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



President's Message

Happy 2022 everyone! We will continue to offer multiple ways to participate and benefit from the meetings: 1) attend in person, 2) join us virtually via Zoom, or 3) watch the recording (if the speaker provides permission) at a later date/time that fits your schedule. To get the full benefit of being a member, we would like to see you in person so you can network with others! As Mr. Roger's once said "If you could only sense how important you are to the lives of those you meet; how important you can be to the people you may never even dream of. There is something of yourself that you leave at every meeting with another person."

Again, thank you for your membership and here's to a great 2022. ▪

April FrankPHR, SHRM-CP
SAHRA President

Treasurer's Report

Southwest Area Human Resource Assoc
December, 2021

New Statement Balance				\$16,312.75
Current Checks / Deposits	12/20/2021	Interest earned		\$0.13
	12/1/2021	Deposit	Member dues	\$150.00
	12/0/2021	Deposit	Member dues	\$40.00
	12/3/2021	Zoom	Annual fee	(\$159.65)
#637	11/23/2021	Kim Heidt	ND SHRM State Conf Basket	(\$150.00)
#640	11/23/2021	Kim Heidt	Membership Month postcard expense	(\$120.63)
#642	12/9/2021	Bravera Bank	Exiting Board Member gift card-Kathleen Obritsch	(\$50.00)
#643	12/17/2021	SHRM Foundation	Annual chapter donation	(\$300.00)
Compare to ending bank statement balance		\$15,722.60		
Outstanding Checks / Deposits	#641 11/12/2021	Myron Cullen	Sept speaker fee and mileage	(\$160.43)
	1/6/2022	Deposit	Membership dues	\$520.00
BALANCE				\$16,082.17

Society for Human Resource Management

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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

SAHRA Board Minutes

SAHRA Board Strategic Meeting
December 7, 2021

Present: April Frank, Melissa Stoltz, Alyssa Baranko, Amber Beld, Krissy Kilwein, Kim Heidt, and Marie Bittner (virtually). Absent: Carissa Suter, Carrie Zubke, Jessica Kirchoffner and DeEll Jordre. Guests: Tiffany Benner (virtually).

President April Frank called the meeting to order at 3:03 p.m.

President Frank welcomed new Board member, Jessica Kirchoffner.

The Board reviewed the current By-Laws for any changes. No major changes were noted.

The Board reviewed the 2021 member survey. A room fee of \$90/month will be imposed from Fluffy Fields in 2022. Several other locations were discussed (Vets Memorial, DSU, local hotels, library, Eagles) as possible options. Several Board members will research and report back to the group.

The Board discussed the 2022 Board meeting time. It was decided to meet after the monthly membership meeting.

The 2022 programs were discussed. The Board will research options to partner in hosting an event. The event would be a longer program with a possible charge. Melissa will research possible electronic payment options

for this event and member due payments.

It was decided to form a smaller committee to review the 2022 SAHRA budget. April Frank, Amber Beld, Melissa Stoltz and Tiffany Benner expressed interest.

The Board discussed options to better inform the SAHRA group of the many benefits that SHRM membership will provide. A dual member goal was reviewed. A SHRM tip of the month will be researched along with April reaching out to SHRM for possible ideas already available to share with the membership.

President Frank shared that SHRM would offer a SHRM-led strategic planning session if interested. Larger chapters are utilizing this tool which lasts approximately 3-hours. The idea was tabled at this time.

The Board discussed a possible non-revenue source with advertising local HR postings in the SAHRA newsletter for a fee. The item was tabled at this time.

Meeting adjourned at 5 p.m. ■

Submitted by:
Melissa Stoltz, Secretary/Treasurer

Approved by:
April Frank, President

SAHRA Meeting Minutes

No December chapter meeting. ■

Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

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

President Elect / Legislative Director:

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

Secretary-Treasurer:

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

Certification Director:

Alyssa Baranko, SHRM-CP
Bravera Bank, Dickinson
abaranko@bravera.bank | 701-483-3229

Community Relations Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287

Diversity Director:

Amber Beld, SHRM-CP
Baker Boy, Dickinson
amberb@bakerboy.com | 701-456-1520

Membership Director:

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

Program Director:

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

Public Relations / Technology Director:

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

Workforce Readiness Director:

Jessica Kirchoffner
City of Watford City, Watford City
jessielg28@ndsupernet.com | 701-290-8242

LESSONS IN BUSINESS

12 Ways to Build Better Workplace Relationships

By Debora Dragseth

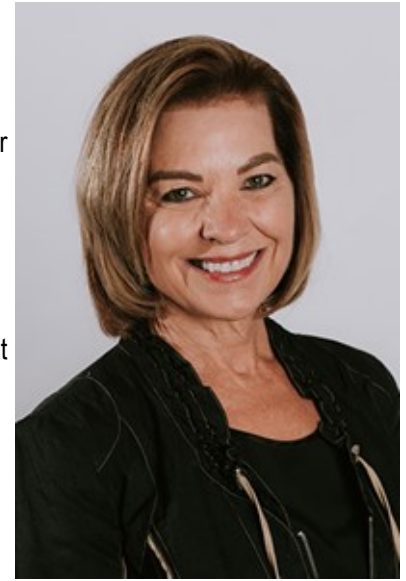
Have you ever disliked a job not because of the job itself, but because you found your co-workers unbearable? Upon reflection and distance, is it possible that you had some responsibility in making your previous work environment stressful?

It takes time and effort to develop a friendly, cohesive work group. Following are some dos and don'ts for building healthy workplace relationships.

1. Have a positive attitude. An upbeat outlook will go a long way toward building a good climate. Like a virus, negativity is contagious. Look in the mirror and honestly ask yourself if you would like to work with someone day in and day out who was just like you.
2. Appreciate the diversity of your co-workers. There are many different types of intelligence and work styles. Just because they differ from yours doesn't mean they are wrong or ineffective.
3. Focus on your co-workers' positive attributes; don't obsess over the negative ones. For example, perhaps they are slow to get their reports turned in, but on the other hand, they are careful and methodical and their reports contain few errors.
4. Applaud your co-workers on their work efforts. Commend them on a job well done. Be sincere and specific. A genuine, heartfelt and positive comment can make a co-worker feel appreciated.
5. Celebrate the successes of others. Don't be jealous or resentful when your co-worker is named employee of the month, is praised by the boss, or receives the promotion you were aiming for.
6. Show interest and concern for your co-workers' personal lives. You need not be meddlesome about their private lives, but doing things like sending an encouraging note when a co-worker's mother is ill will show that you care about her as a person.



7. Compliment your co-workers: "Great shoes. Nice haircut. Cool new photo in your office." Your co-workers will appreciate the fact that you noticed.
8. Offer to help if a co-worker is having a difficult time mastering a new task or is overwhelmed with work. Helping someone who is in need will go a long way toward enhancing your workplace relationship. The additional upside is that, someday you may need her help and she will be much more inclined to give you a hand.
9. Keep your promises. Be someone that your co-workers can trust and count on. Do your job to the best of your ability.
10. Don't judge your co-workers. Don't gossip. If you talk negatively to Jim about Jane, it won't be long before Jim figures out you are likely talking about him as well.
11. Don't pout, resort to the silent treatment, or throw a tantrum if you are unhappy with your co-workers. Hostile communication tends to degenerate relationships very quickly. Resolve problems with good communication skills. Be willing to admit your mistakes and compromise.
12. Do understand that life at work is not always going to be ideal. But, by putting the extra effort into building positive workplace relationships, you will build for yourself a more desirable environment.



Dr. Debora Dragseth
Vice President of Academic Affairs/Provost/Professor SoBE

Debora Dragseth, P.D. is a professor of business and Vice-president of Academic Affairs/Provost at Dickinson State University. Her column appears monthly, providing commonsense answers to common workplace issues . ■

1. Atteberry, Kay, SHRM-CP*, Williston
2. Baranko, Alyssa, SHRM-CP*- Bravera Bank, Dickinson
3. Beld, Amber, SHRM-CP*- Baker Boy, Dickinson
4. Benner, Tiffany-Killdeer Mountain Manufacturing, Dickinson
5. Berger, Missy –TMI, Dickinson
6. Bittner, Marie-CBIZ Benefits, Glen Ullin
7. Burgess, Sierra-Therapy Solutions, Dickinson
8. Calihou, Dessie*-Dunn County, Manning
9. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Cloutier, Jon, SHRM-CP-St Luke’s Nursing Home, Dickinson
11. Cook, Lindsey, SHRM-CP*, PHR, Dickinson
12. Ellersick, Brian-Train ND, Bismarck
13. Eslinger, AJ*-Charbonneau Car Center, Dickinson
14. Fetch, Cindy – Southwest Water Authority, Dickinson
15. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
16. Fong, Carter-Dickinson Chamber of Commerce
17. Fox, Etta-Sax Motors, Dickinson
18. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
19. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
20. Hanson, Shelly-Fisher Industries, Dickinson
21. Harper, Lynae, SHRM-CP-Whiting Oil & Gas, Dickinson
22. Haugen, Tammy-Marathon Petroleum, Dickinson
23. Heidt, Kim*-Steffes, LLC, Dickinson
24. Hintz, Kristy*-Ixom Watercare, Dickinson
25. Hintz, Layne-City of Dickinson
26. Jenkin, Jackie*-Ion Field Service, Dickinson
27. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
28. Jordre, DeEll- Marathon Petroleum, Dickinson
29. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
30. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
31. Kirchoffner, Jessica*-City of Watford City
32. Lantz, Nancy - Southwestern District Health Unit, Dickinson
33. Lorge, Dorene, SHRM-CP*-Dakota Western Bank, Bowman
34. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
35. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
36. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
37. Nicklos, Amanda-Steffes, LLC, Dickinson
38. Oase, Matt*-City of Killdeer
39. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
40. O’Shields, Ledeanne-Southwest Water Authority, Dickinson
41. Percy, Joetta*-Stark County, Dickinson
42. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
43. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
44. Riely, Patty-Dickinson Parks & Recreation, Dickinson
45. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
46. Songer, Imee-Richardton Taylor Public Schools, Richardton
47. Stoltz, Melissa, SHRM-SCP*, Dickinson
48. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
49. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
50. Swanson, Ashley-Steffes, LLC, Dickinson
51. Torgerson, Natalie-City of Dickinson
52. Tysver, Danita - Stark County Development, Dickinson
53. Volk, Kim-Fisher Industries, Dickinson
54. Wallace, Sarah*-Therapy Solutions, Dickinson
55. 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