

# The Pulse

Quarterly News

## Workforce Professionals ND Chapter

April 2020

Volume 6, Issue 2

### Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

## Member Spotlight

Marlys Morgenstern serves as the State Director for the U.S. Department of Labor's Veterans Employment and Training Service (VETS). She began her career promoting Veteran employment opportunities, VETS programs, and DOL grant opportunities in September of 2018. She provides leadership, strategic vision and managerial oversight for VETS operations in North Dakota. Working in partnership with senior state officials, Job Service North Dakota, two military bases, the National Guard and Reserve, Veterans' Service Organizations, private non-profit organizations and the private sector, she implements and executes programs that serve America's veterans and transitioning service members by preparing them for meaningful careers, providing employment resources and expertise, and protecting their employment rights. Marlys manages the Uniformed Services Employment and Reemployment Rights Act (USERRA) enforcement activity and the Federal Veterans Preference program for the state.



Prior to accepting the position as North Dakota's Director, Marlys served Veterans in her capacity as the State Veterans' Program Administrator (SVPA) for North Dakota's State Workforce Agency. As the SVPA, she managed the Jobs for Veterans State Grant that funds Veteran Employment Representatives who advocate for the employment and retention of Veterans throughout North Dakota. It was at this time that she became a member of the International Association of Workforce Professionals. She was honored for her 10 years of service in IAWP at last Fall's annual meeting. Marlys serves on the IAWP Training Subcommittee.

Marlys served over 29 years with the North Dakota Army National Guard in the Civil Service and Active Guard Reserve programs. She served in a variety of staff positions and leadership roles;

culminating her career as a Sergeant Major - the first female in

the state to attain the rank of E9 in the Active Guard Reserve Program. Marlys was awarded the Federal Meritorious Service Medal for her distinguished service in the National Guard.

Working fulltime and helping her husband, Leon, run their ranch north of New Salem keeps Marlys pretty busy. In the summer, their weekends are spent at their cabin by Lake Tschida. Marlys is an avid reader and makes a valiant attempt to grow a garden every year! Her favorite vacay spot is in Denver, CO - hanging out with her daughter!

Marlys is a graduate of the United States Army Sergeants Major Academy and earned her bachelor's degree in Business Management from the University of Mary. Her daughter Anna is an Attorney for Dorsey Whitney, LLP Law Firm in Denver, CO. Anna was a recipient of an IAWP [Learning Tree scholarship](#).

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### Special Points of Interest

- Congratulations to our March \$25 Pizza Hut gift card winners - Ruth Lacher and Susan Dingle.
- Merlin Beto has agreed to be our new Retiree Representative on the board of directors. Anyone interested in being the Treasurer?

## Thank You to the Learning Tree Committee

I would like to thank IAWP and the Learning Tree committee for helping me pursue career development. I have been taking Cyber Security Classes through Bismarck State College and this program has been an asset

in assisting me financially. Not only have I been able to build my knowledge and work toward the Palo Alto Cyber Security Associate Certification, but it has enabled me to continue to steer my career. This program

is an asset to IAWP members and should be considered strongly for those looking to pursue personal or career development.

Thanks,  
Nathan D. Kimball



Break time and reading rejuvenates your mind; so take a break, and read The Pulse today!

## President's Coffee Chat by Brenda Cornell

As I sit here writing this, I must reflect on the crazy past few weeks. Who knew we would be putting our lives on hold for a crazy virus we have never heard of before? I do hope each and everyone of you are safe and doing what is asked to stay protected. While important, I am tired of it dominating my life.

Hopefully Spring is on the way and

we can throw open the windows and doors and lite up the barbeques. Spring will also bring us to the time when we are looking at a new strategic plan and planning for our organization's future. Please reflect on how you can be a part of this. Are you looking for a new opportunity? We will be searching for a new President Elect and Treasurer. Consider expanding your servient leadership by joining the Board or a committee.

I have appointed Merlin Beto to be our retiree representative. If you have

any interest in assisting with the functions of our organization, I would love to hear from you. We can explore new ways for you to get involved.

Stay Healthy,

Brenda



## 1-mile Walk, Yoga, and Chair Workouts - Try Them Today

In the central office, the employee activity team (EAT) started a fun exercise program to give staff a chance to take a healthy break. Two days a week, any staff that wants to can meet in the ground floor conference rooms at noon. From there, they spend the next 20 minutes with co-workers doing low-impact exercises. So far we've tried a 1-mile cardio walk session and yoga. Chair strength training was on the schedule but

this crazy virus threw a wrench in the works.

My favorite session was the cardio walk. It is amazing that you can actually work up a little sweat and increase your breathing with this walk in place program. This is something you can easily do at home as you only need about a 6' square area. Check out Leslie Sansone's [videos](#).

The yoga sessions all followed the YouTube channel of [Yoga with Adriene](#).

Again, these are exercises you can do at home; give them a try.

Caroline Jordan offers a chair strength circuit. If you've never tried using a chair to do strength exercises, you will surprised at how difficult they can be. Check her out [here](#).

Since we are all homebound for the next few weeks, take this opportunity to try some exercises you can easily do at home, without equipment.

Make the most of it.

## The Three Essential Components of Strong Preparation

Scott Eblin | Government Executive | March 6, 2020

A few months ago I wrote here that preparation is the new leadership differentiator. That conclusion is based on close observation of my executive coaching clients and their colleagues. In an age where just about everyone has too much input and too much to do, showing up prepared for important meetings and conversations is something the best leaders do that sets them apart from the norm.

How do they do it? I shared some of their time management hacks in the earlier post. In this post, I want to share how they organize their thinking around three essential components of strong preparation.

Those components are: It, Them and I. Here's the breakdown on how to put them to work for your own preparation.

It refers to the issue and the preparation required to master the subject. It's basically doing the homework required to be up to speed on the issue. You read the reports, think through the deck, have the background conversations, get the briefing.

Read the full article [here](#).

# IAWP Quarterly Member Gatherings

Every quarter, members are encouraged to get together with other members in their area for a social gathering and the chapter reimburses up to \$15 per member for expenses. Due to crazy schedules and weather, the Wahpeton members (Patty, Sandy, Becky and Merlin) missed their fall gathering and met in January in Tyler, ND for supper. Then in March they had a fun evening at the Wahpeton Vets Club. They decided that “bar food” for one night was OK. After sharing pizza, fried cheese balls and mozzarella sticks, they

settled in to play four games of Progressive Bingo. They didn’t get any of the big winners, in fact they didn’t win anything at all but still had a great time just catching up.



The Central Office and area retirees had planned to meet for lunch in March

but unfortunately, due to the discouragement of group gatherings, had to postpone.

We would love to share stories and pictures from other member gatherings. If you and your fellow members in your area get together, please be sure to send the communications committee pictures and a note outlining the activity. As the weather gets nicer, consider partnering with another office and meeting half-way. This is a great networking opportunity for our members.

## The No. 1 Obstacle to Great Workplace Culture

Michael Stallard | Government Executive | January 22, 2020

The level of toxicity in the workplace is at an all-time high,” warns Johnny Taylor, president and CEO of the Society for Human Resource Management. Taylor’s organization recently set up a pop-up coffee house in the middle of the Oculus at the World Trade Center complex in New York City to bring attention to the issue and its new report titled “The High Cost of a Toxic Workplace Culture: How Culture Impacts the Workforce—and The

Bottom Line.”

Cultures of control or cultures that are indifferent to people, both of which are toxic and isolating, are often the culprit behind rising stress, job burnout and loneliness that is all too common today. Leaders need to boost human connection and cultivate cultures of connection in their teams and throughout their organization to protect against the natural drift toward disconnection. In a culture infused with connection, leaders communicate an inspiring vision, value

people as human beings and give people a voice. I’ve written about many examples, including Costco, Admiral Vern Clark when he was Chief of U.S. Naval Operations, the rock band U2 and Alan Mulally’s turnaround of Ford Motor Company. That bond of connection boosts employee engagement and organizational performance.

Read the full article [here](#).



## Retiree Corner

by Merlin Beto, Retiree Representative from Wahpeton CSO

I am sure many of you know that I agreed to fill the position of Retiree Rep (Brenda twisted my arm and threatened me - just kidding). I’m quite certain there are others, in our ranks of “retired” members, that would have been a fine candidate for the position. But, for now you have me and I plan to represent our retired members as best I can.

I said to myself, I was not going to inject anything relating to politics or COVID19 in this article. That being said, I at least want to express my feelings by saying I pray that you and yours are staying healthy through this current crisis our country and the world is facing.

Now, a little about myself. It will be five years this fall since my retirement. I spent a few years in the Fargo office but most of my tenure was in Wahpeton. I served as the Office Manager for about 13 years. I will always be grateful to Urbie Weber for offering me that position. It was some of the best years of my life.

I am married to Cathleen (45 years in June). We have five married children, 12 Grandchildren and one Great-Grandchild on the way. All of our Children live near us (we’re very Blessed). We live on a hobby farm about half-way between Fargo and Wahpeton. Our pets consist of five miniature horses, one miniature donkey,

several barn cats and one dog. I work at a greenhouse from February through May. The best retirement job I could ask for. I get to play in the dirt all day. We don’t travel much in the winter but do look forward to our summer vacations. I hope our country heals soon so we can all enjoy the summer activities without fear of getting sick.

I am excited to be representing our Chapter at this year’s International Conference in Pittsburgh, PA. Thank you all for this opportunity. I hope to share a little something about each of our retired members in upcoming issues of *The Pulse*. God Bless and Stay Well.

# How Leaders Can Help Reverse the Rise of Suicides in America

Michael Stallard | Government Executive | March 6, 2020

With the exception of America, suicide rates over recent decades have declined in most of the world. Suicides in the U.S. have risen more than 50% from 2005 to 2017 and now exceed deaths by motor vehicle incidents. In 2017, the most recent year data is available, the Centers for Disease Control reported 10.6 million people seriously considered suicide, 1.4 million attempted suicide and 47,000 committed suicide.

We tend to look at those numbers dispassionately, understanding they represent individual lives, but not

stopping long enough to let the reality sink in. So, here's another way to put the number of deaths in perspective. We know the shock and sadness we would feel if we learned that an airplane went down and none of the 175 passengers survived. We would grieve for lives cut short and for the sudden loss experienced by those who knew the passengers—family members, friends, teammates, neighbors, co-workers. Now imagine that 270 planes went down in a year. That equates to more than 47,000 lives lost.

Read the full article [here](#).

**Don't stay silent.**

**Call the national suicide prevention hotline**

**800-273-TALK**

## 4 Tips for People New to Working from Home

Tom Woznaik | Business 2 Community | March 20, 2020

The impacts of COVID-19 are being felt throughout the U.S. right now and one of those is the fact that many people who previously commuted to an office are at least temporarily working from home, some for the first time. While this surge in work from home employees may only last for a relatively short time, I also wouldn't be surprised if many new companies embrace the policy going forward. As someone who has worked from home exclusively for the last few

years, I thought I would provide a few useful tips for people who are entering this new territory in their workplace culture and environment.

First off, let me say that I love working from home. It suits my work style, personality, and role with my company. It may be that your situation is very different in any of those areas or others. However, I think these strategies should be beneficial for just about anyone adapting to a remote

work environment.

### You Must Be Disciplined

This is the single most important part of being both happy and successful in a work from home situation. For many managers and companies, a hesitation they may have had around letting their team members work from home is the idea they won't actually work as much as at the office.

Read the full article [here](#).

## 6 Benefits of Working from Home as a Pet Owner

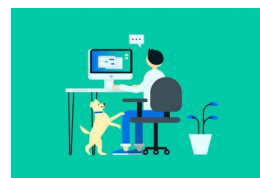
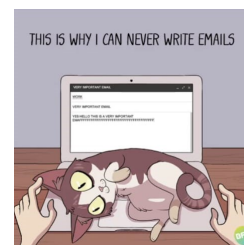
Christine Bernier Lienke | Flexjobs.com | May 26, 2018

Just as many of us are adjusting to working from our basement, living room, kitchen, bedroom or wherever we can find space, our pets are having to adjust too (at least my dog is). I've heard of cats that seem to think they need to sit in the middle of the "desk" or even on the laptop. The dogs think that it is time to play and just don't understand when they drop their toy in your lap or next to your

chair why you won't play with them.

I found an interesting blog *6 benefits of working from home as a pet owner* that I wanted to share. My dog is definitely going through an adjustment having me around the house during the day and I'm looking at the positives; I hope you will too.

Read the blog [here](#).



# #InThisTogether - #AWorldofHearts Word Search



- Aid
- Care
- Love
- Mercy
- Warmth
- Feeling
- Empathy
- Concern
- Charity
- Humaneness
- Kindness
- Humanity
- Tolerance
- Tenderness
- Gentleness
- Sensitivity
- Understanding
- Consideration
- Kindheartedness
- Compassion

To Make FREE Word Search Sheets Visit: ([www.teach-nology.com](http://www.teach-nology.com))

## A Tourism Campaign Centered on a Lack of Tourists

Kate Elizabeth Queram | Route Fifty | January 17, 2020

*In its 2020 advertising campaign, North Dakota urges travelers to “follow your curiosity - not the crowds,” a nod to the state’s wide-open landscape and sparsely populated attractions.*

North Dakota is home to Theodore Roosevelt National Park, 63 wildlife refuges, the country’s largest natural grassland - and one of its sparsest populations, with roughly 11 people per

square mile.

It’s not a hub for vacationers, but the state’s tourism arm sees that as a potential asset. A new advertising campaign, unveiled this month, highlights North Dakota’s swaths of open space, using the theme, “Follow your curiosity, not the crowds.”

The slogan, part of a broader 2020 advertising strategy, came after state officials heard complaints of

overcrowding at popular tourist spots in other states and the resulting irritation from residents who live near them.

Read the full article [here](#).



Pitchfork Fondue



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**[** We're on the Web!  
[iawpnd.com](http://iawpnd.com) **]**

### Our Mission

*The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is dedicated to providing networking and professional development opportunities for members to seek solutions to workforce issues.*

### Our Vision

*To provide educational and training opportunities for our membership, to enhance the workforce development profession and to ensure the success of our respective agencies/organizations.*

### Member Benefits At-A-Glance

- ◆ Conferences
- ◆ Education
- ◆ Networking
- ◆ Professional Development/Recognition
- ◆ Publications/Newsletters
- ◆ Learning Tree (funds for education and personal or professional development)

## Board of Directors

- Brenda Cornell, Pres ..... bcornell@nd.gov
- VACANT, Pres-elect
- Tammy Barstad, Treasurer (temp) ..... tbarstad@nd.gov
- Cindy Lynk, Exec Sec ..... clynk@nd.gov
- VACANT, West Rep
- Becky Lankow, East Rep ..... blankow@nd.gov
- Elaine Wentz, Central Rep ..... ewentz@nd.gov
- Merlin Beto, Retiree Rep ..... mjbcab7@gmail.com
- Nathan Kimball, Webmaster ..... ndkimball@nd.gov
- Tammy Barstad, Past Pres ..... tbarstad@nd.gov

## Committees

### Communications:

Cindy Lynk, Deanna Saragosa, Pat Kelly

### Conference:

Deanna Saragosa, Brenda Cornell

### Membership:

Tammy Barstad, Paula Jo Jesser,  
Dusty Hillebrand

### Retirement:

Merlin Beto

### Learning Tree:

Elaine Wentz, Mary Houdek

### Training:

Becky Lankow, Marlys Morgenstern,  
Danica Chaput