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Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight by Deanna Saragosa



Our IAWP member spotlight this quarter is Erin Pringle. Erin is a new IAWP member. She has been with Job Service North Dakota since May 2017. She has worked in Admin and the Appeals departments. Prior to JSND she worked for Retired Senior Volunteer Program (RSVP) where she helped retired seniors find volunteer opportunities in the community.

Erin has a longtime girlfriend, Ellen, who she shares a lot of hobbies and interests with. They like to travel and take road trips. Erin likes to visit, take pictures, and tour state capitols. Erin has a passport book from <https://thecapitolcollection.com/> (they can also be found in

some capitol gift shops). Erin has visited 18 state capitols. A couple of her more memorable capitols are Boston, MA which was one her firsts. Lincoln, NE was the first one she went inside and toured. Cheyenne, WY because that was the first state to allow women to vote and she was in awe of being in some of those rooms where that type of history was made. Cheyenne’s capitol has pillars and one of them is upside down. That is a symbol to remind people that only God is perfect and even though the building is imperfect, the pillar does its job well.

Erin enjoys reading a wide variety of books. Her eclectic

taste ranges from romance to dystopia and non-fiction like biographies, nature, and true crime. Her and Ellen love reading to each other when driving on road trips which they have dubbed “car books”. They like reading about nature like “Coyote America”, biographies about thru hiking like “Crunch”, and other books relevant to where they are going.

Erin loves going to the board game convention in Canada which is around memorial weekend. You can register and sign up to play games, learn different games, and you can moderate and teach people games. In addition to her many hobbies, she has volunteered in several organizations including VISTA for 3 years and Dakota OutRight for 8 years. Erin has 3 cats. Turnip is 2, Lily is 14, and Sophia is 18 years old!

Volunteering With Pride

Erin Pringle volunteers with Dakota OutRight and she was the recipient of the 2022 Champion of Champions of Capital Pride award. Erin moved to Bismarek in 2010. In 2014 she joined Dakota OutRight and immediately took on a bigger

role. Erin has dedicated several years to being the Capital co-chair for Capital Pride since 2014 to present. She has served as President from 2018-2021. Erin continues to be an amazing mentor and icon.

Erin always felt an obligation to use whatever resources she has available to make her community a better place for herself, her loved ones, and everyone who may be a part of marginalized communities. When asked

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Special Points of Interest

- Fall conference planning is underway. Watch for dates and more information to come.
- If you haven’t seen this, check out this TED Talk - [Shawn Achor: The happy secret to better work | TED Talk](#)



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

President's Coffee Chat by Jason Sutheimer

I recently had the opportunity to attend a campus tour of the

University of Mary (U Mary). Pat Bertagnolli requested the tour because he had a friend visiting North Dakota from Malaysia. The staff at U Mary made a small decision that led to an amazing experience -- they selected a current student who was born and raised in Malaysia as our tour guide. This effort to coordinate a simple yet impactful detail showed me U Mary understands a very important human need -- connection.

When I think of connection, John Maxwell, a world renown leadership

expert, comes to mind. He lists connection as one of his 21 Irrefutable Laws of Leadership. John wrote, "People don't care how much you know, until they know how much you care... you develop credibility with people when you connect with them and show that you genuinely care and want to help them."

In my many years in Human Resources, I have found this to be true. People want to be respected for the knowledge and experience they bring to the workforce. When organizational leaders show small gestures such as how much we care about our employees, customers, and leaders, we drive connection and relationship

building. This leads to increased engagement, productivity, positive culture, and ultimately employee retention!

I'd challenge everyone to go out and connect with another employee over the summer. Show them your appreciation for who they are and what they do for the State of North Dakota. If you accept this challenge, I know the connections you make will positively impact Job Service and the communities we support!

Government Leadership and the Power of Mindfulness

By Andrew Feldman and Marc Margolius | June 23, 2022 | Government Executive

When we think about the skills that executives need to be successful, such as making good decisions, regulating their emotions and stress levels, and forming strong and healthy relationships with others, an important foundation for those skills should be mindfulness. Luckily, there are simple but powerful steps that anyone in a leadership position, or hoping to be in one in the future, can take to gain its benefits.

So what is mindfulness? It means taking time—even just a split-second pause in an important or stressful conversation—to be aware of one's thoughts and emotions. It also means consciously choosing how one responds rather than reacting impulsively or defensively. While the concept might strike some as touchy-feely, it's a [well-researched technique](#) with proven benefits for those who manage large and complex organizations—and one that's especially useful in

a government environment where a hasty decision can face harsh public scrutiny.

There are two very different ways to gain mindfulness skills.

[Read the full article here.](#)

Volunteering With Pride

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what is most challenging about being an LGBTQ+ advocate, Erin says it's combatting misinformation and the constant denial from some leaders in the community that the LGBTQ+ community exists in North Dakota.

Erin states that the most rewarding aspect is "I am inspired and re-energized when our community comes together at Pride

events. Seeing children and teens dancing and playing on the Capitol Lawn, wearing Pride flags like superhero capes, and feeling unbridled joy at being in a place where they can be themselves without fear. THAT is the reward."

Great job Erin!

North Dakota LGBTQ+ Summit is October 14-16, 2022 in Mandan, ND. www.ndlgbtqsummit.com for more information.

For more information on events, volunteering, support groups, movie and book clubs, and more, please visit [www.https://dakotaoutright.org/](https://dakotaoutright.org/)

"In case anyone needs the reminder: You have the right to be who you are. You are loved and worthy of love." -Erin Pringle

5 Ways to Overcome the Hiring and Retention Crisis Without Raising Pay

By Katherine Barrett & Richard Greene | April 18, 2022 | route-fifty.com

Faced with high turnover and dropping job applications, states and localities are growing increasingly desperate to fill vacancies and to keep employees onboard. Pay increases are one route to improved hiring and retention as we wrote in [a recent column](#). But not only are compensation changes difficult to make, they're only one road to take.

Fortunately, states and localities have a range of other options. Five of them follow, garnered from a number of interviews we conducted over the last two months. In the spring of 2022, it's still early to judge the ultimate success of

these initiatives, but based on our conversations, we're confident that some combination of them can make a dramatic difference.

Focusing on Leadership

An old saying in human resources is that "people don't leave jobs. They leave supervisors." To turn that idea on its head, good supervisors can help keep employees from marching out the door. Based on Gallup research, about 70% of the variation in team engagement—in both public and private sectors—goes back to the

quality of a team's manager.

How to find good leaders? Jim Harter, chief scientist for Gallup's workplace management and wellbeing practices, suggests "being systematic about picking managers, and then educating and training them to improve the engagement of their teams."

[Read the full article here.](#)

I Did a Thing By Dusty Hillebrand

I remember being in my first college apartment at UND and meeting my neighbor. He had a bench with weights in his living room, and a very cool poster of a Harley Davidson V-rod hanging on his wall. I didn't understand the bench in his living room. We had a weight room on campus open to students with girls to impress with the heavy things we lifted. But I totally understood why he had that poster on his wall. Man, that bike was cool. It was really the only Harley I thought was worth its inflated price tag.

Fast forward 20 years, (holy smokes that was 20 years ago) and I am thinking it would be nice to have a motorcycle to buzz around town with. I start looking for a cheap used bike, but there is nothing available that I can ride with my bad back. I start looking at new bikes and boy have they gone up in price. I find a dealer down by the Cities that we visit that carries the brand of new bike I am looking at. My wife and I get there, and surprise they are all sold out of the one bike I was interested in. But as we are getting ready to leave, I see in the used cruiser bikes, a red and blacked out Harley Davidson V-rod. Talked to the sales guy about it and left to go see Letterkenny Live. (If you don't mind some adult humor, check out Letterkenny on Hulu.)

As we get ready to leave the Cities to go back home, we stop one more time at the dealer to see the V-rod. I ask the sales guy to start it, but it is dead. I ask him to send me a video of it running and my overindulgent wife and I will talk about it on our drive back. Well, the sales guy not only doesn't send me the video, but he also doesn't return my calls or text message. Out of sheer spite I start looking for another V-rod and

happen to come across one of the same year and color with only 4000 miles on it for only a little bit more. I text the internet sales guy, and he got right back to me. I don't expect a reply at 8 PM, but we start talking about it. Then we spent the next week talking about it. I was all in, but started getting cold feet. Again, my supportive wife says just do it so she can stop listening to me go on and on and on.

The big problem I have is this bike was in Des Moines, IA. I haven't been on a bike for years, so I am going to have to haul it back. So, I did something I rarely ever do, I start getting ready for the trip early instead the night before. I install a tiedown system in my trailer I let my real estate clients use to move their stuff. I get new

tires on the trailer because they are weathered. I get my pickup ready. I trick my wife into coming along on an eight and half hour long drive one way. A very stress-free way to start out a trip.



We make it down to Des Moines and back with zero troubles. We had great conversations, and my wife's new favorite truck stop is the Coffee Cup truck stops. But I have been reminded of

some things with this journey. First, do what you say you going to do, and to call people back. That sales guy would have had a nice commission. Second, don't wait until the last minute (I still will though). Third, if I talk about something long enough my wife will throw her hands up and say "just get it" so I will shut up. Fourth, sometimes spite is all you need for motivation. And fifth, it might take 20 years for a dream to come true, but don't give up. You might just find your V-rod.



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Member Benefits At-A-Glance

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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.

\$\$ Learning Tree Funds Available \$\$

The learning tree committee has funds available for educational and professional development. Remember, educational funds are available to members and their families. Applications are available on our website



<http://www.iawpnd.com/learning-tree.html>

Committees

Communications:

Cindy Lynk, Deanna Saragosa, Pat Kelly

Conference:

Chad Howard, Brenda Cornell, Jordan Falcon

Membership:

Tammy Barstad, Dusty Hillebrand

Retirement:

Barry Glum

Learning Tree:

Susan Ogurek, Elaine Wentz, Mary Houdek, Nathan Kimball

Training:

Becky Lankow, Mike Deisz, Susan Ogurek, Lena Trondson