

MARCH PROGRAM MEETING

“What’s In It For Me?”

Creating An Environment
To Develop Passionate
Employees

Speaker: Vicki Anderson

Tulsa Hilton Southern Hills
7900 S. Lewis
(Across from ORU near 81st)

March 18, 2009

Program Meeting 11:15-1:00

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TAHRA NEWS

March 2009



2007 SHRM SUPERIOR MERIT AWARD
CHAPTER Chapter 0175

MARCH MEETING

“What’s In It For Me?”

Creating An Environment To Develop Passionate Employees

by Vicki Anderson

In a world where we are challenged to do more with less, it is even more important to engage workers for job satisfaction and high productivity. While everyone is already motivated by something, management must create a work environment where people can use their talents and skills to contribute effectively. The more effectively people can perform and the higher the level of trust between management and employees, the higher the engagement level. Learn what you can do to create more passion in your workplace.

Learning Objectives:

- ~ Identify key ingredients for creating an environment conducive to developing passionate employees.
- ~ Explore the role of HR to lead and support employee engagement
- ~ Define everyday actions you can take personally to be engaged and help others be passionate about their work.



Vicki Anderson helps people develop top-notch leadership skills for increased performance and profitability in their teams. She has twelve years independent consulting, speaking, and training experience on leadership skills and performance management. She also developed training for clients’ staff to deliver. Clients have included American Airlines, SABRE, FAA, BizJet International, Federal Express, Sprint PCS, Dollar Thrifty Auto Group, Explorer Pipeline, Bama, Whirlpool, and others.

She spent three years with The NORDAM Group, an international aerospace company, where she started a corporate university to develop a learning organization. Virtually all employees attended classes and the university helped to reinforce the corporate values throughout the required courses.

She also has six years experience in human resource management with a major multi-division manufacturing company where she held progressively responsible positions in all areas of human resources both in a single plant and at corporate.

B.A. degree in Speech from the University of Wisconsin

M.S. degree in Human Resource Development from Oklahoma State University



TAHRA EVENT CANCELLATION POLICY:

If you are unable to attend a TAHRA event, please cancel your reservation(s) by sending an e-mail to admin@tahra.org. Your e-mail must be received prior to the event registration deadline. If you do not cancel your registration before the deadline, you will be invoiced. An invoice will also be sent to those individuals that do not show for the event.

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"Making A Difference"



Diversity is defined as "a point of difference." On January 20, 2009, in the nation's capital, Barack Obama was sworn in as the 44th President of the United States of America. His election is the ultimate example of diversity in action and was due, largely in part, to a country that has become increasingly diverse in its thinking. The face of America continues to change with the realization by our citizens that each person has individual and unique qualities and ideas to contribute.

America is not the same country as it was even twenty years ago. Even though America was founded on the diversity of religious beliefs, it has evolved into a nation where diversity incorporates age groups, physical differences, ethnic differences, as well as political ideologies, to name but a few.

As HR professionals, it is our responsibility to ensure the organizations by which we are employed recognize the importance of diversity. We must be the focal point of diversity efforts and programs contemplated for implementation. We must convince our employees, and managers in particular, that recognizing the importance of diversity will greatly enhance the success of our operations.

To be diverse is to be unique and different, yet part of a functioning organization. I encourage each of you to lead the way in 2009 to promote diversity awareness in your respective companies and communities.

Holly Fisher

Holly Fisher, PHR
2009 President



March 26th ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus



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- “So What *DO* Our Employees Want?” Effective Motivators for Modern Workplaces



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- The 10 Real-World, No-Cost, Steps All Human Resources Managers Can Implement Today to Increase Productivity
- Discover the Non-Cash Strategies Used by Google, Starbucks, QuikTrip, Chesapeake Energy and Other Top Employers

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KRISTINE A. SEXTER

Introduction



Kristine A. Sexter is an industrial and organizational psychologist who has devoted over 19 years to studying success and professional commitment. With an extensive background in recruiting, developing, and retaining top talent, Kristine expertly serves the human resources, hospitality, manufacturing, and financial industries with acclaimed results. Leaders, managers, educators, and success-oriented people have recognized her measurably effective training and consulting programs and is renowned for her enthusiastic and occasionally “**wild**” approach to employability and professional growth.

Ms. Sexter is a professional speaker, consultant, and columnist and is the author of six books, including *“Rolling Out the Recognition: Employee Retention Strategies for Manufacturers.”*

She has served as a member on more than 19 professional Advisory Boards. She is often found presenting seminars to diverse audiences including corporate clients, professional associations, college and high school students and educators and the prison population.

Kristine is a member of the esteemed National Speakers Association, is the Past President of the Oklahoma Speakers Association, is The 2003 and The 2005 Speaker of the Year, and is an Honors Graduate of The College of New Jersey. While born and educated on the east coast, Kristine considers Tulsa, Oklahoma her home, having lived there since 1986 (but she really misses the pizza and the ocean!).

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DIVERSITY MATTERS

Jeff Matthews, VP of Diversity

We all know that the word Diversity means many different things. Sometimes our Veterans with Disabilities and others can be left out of the equation. For all that these special men and women sacrifice each day to protect, defend and serve this great country of ours, we as employers must be proactive in our efforts to include them in our workforce. I have had the privilege to meet with just some of these fine men and women who put their lives on the line for us to realize **our own** definition of freedom. We must recognize the opportunity we have in the business community to have an employment strategy for Veterans, who have the prerequisite skills to fill positions in our organizations. Many of these skills are acquired during their training with the best military in the world!

I would like to share an opportunity that may help you with your strategy on including more of our Veterans and others with disabilities in your workplace! SHRM has put together a very good tool for reviewing and learning some vital techniques to enhance our understanding of: **“How to Recruit, Hire and Build Inclusive Workplaces for Transitioning Combat Exposed Veterans and People with Disabilities.”**

March 17, 2009 2:00 EST

Mr. Eric C. Peterson Manager, Diversity & Inclusion Initiatives Society for Human Resource Management states the following:

“President Barack Obama has now set the tone for returning our veterans from the war in Iraq and Afghanistan within the next 16 months. As human resources, diversity professionals, and employers, we must ensure that our workplaces are inclusive and conducive and enables our veterans to thrive. We want them to feel appreciated and respected as they reintegrate back into the mainstream U. S. workforce.

“You cannot afford to miss this special web cast presentation that will explore the many cultural challenges, stigmas and misconceptions facing people with disabilities (PWD) and transitioning veterans. The web cast will effectively illustrate the compelling business case for recruitment, proactive employer interventions, reasonable workplace accommodations, marketing and its potential return on investment in a challenged economy. Participants will leave with an understanding of how certain workplace environmental issues may inadvertently exacerbate mental health conditions (including post traumatic stress disorder and traumatic brain injury).

“Participants will gain valuable insights on ways to create more diverse and accommodating workplace environments. These profound and valuable insights come directly from military, medical and diversity thought leaders. This may be leveraged to increase employee retention and productivity, mitigates expensive and costly workplace disruption/turnover/litigation, and may increase market share.”

To register click here <http://www.shrm.org/multimedia/webcasts/Pages/0209crenschaw.aspx>.

Techno-TAHRA

Bryan Wempen, Website Chair & Diem Nguyen, Website Committee Super Hero!

“Making A Difference” one Site at a Time

We are striving to “make a difference” by developing a website application that is more user friendly and robust for our members, vendors and visitors to enjoy. The Website Development Committee has been working around the clock to fine tune the new site and we’re excited to announce our “go live” April 1st!

Watch for things like:

- Easier registration, payments and member profile updates
- Enhanced job and resume posting capabilities
- Links to resources and non-TAHRA events of interests
- Improved search capability
- More versatile Vendor Resource Gallery

Website Teaser



Sustainability is Economic Development

Sustainability: "[to meet] the needs of the present without compromising the ability of future generations to meet their own needs." (Source: Wikipedia)

Workforce Tulsa hosted a Green Jobs Roundtable February 17th with local businesses (small and large), TYPros leadership, City of Tulsa staff, community organizations and education partners to discuss a game plan for how to utilize the funds from the stimulus plan. Once signed, the American Recovery & Reinvestment Act (ARRA), aka the stimulus package, federal/state agencies will be notified within 30 days of the amount they will receive and have 180 days to identify and allocate how they will be using those funds.

February 17th was the first meeting of a three part series.

- 1) Conservation and Remediation
- 2) Alternative Energy Generation
- 3) Creating the Smart Grid

The purpose of the first meeting was to discuss possible areas of need for the local business community from a workforce perspective. Green Collar Jobs is the focus of the stimulus package. We can take a proactive approach in creating our strategy for success and promoting the economic development of our state. We are an energy state known for oil and gas but we have areas of opportunity to expand that are worth exploring; wind, geothermal and solar...creating jobs in the process.

If you would like to be part of this process please contact Denise Reid via email at denisreid@tulsachamber.com or via phone at (918) 560-0255.

Best of Tulsa Community College

Who: supervisors may nominate exceptional employees who are former TCC students for the Best of TCC
~organizations may nominate up to two individuals

What: Best of TCC – annual dinner and alumni awards ceremony – nominations come primarily from employers
~in the past 10 years, 272 alumni from 94 businesses have been honored

When: The Best of TCC 2009 will be held May 18th at the Renaissance Tulsa Hotel & Convention Center –
~attended by 200 area business leaders, includes awards presentation and a video highlighting the honorees in their workforce

Deadline: Nominations due by March 16, 2009

For assistance identifying former students contact Deidra Kirtley at 595-7844



WHAT DO YOU MEAN, “DEVELOPMENT”?

Over the past few weeks I have conducted a very informal survey where I work. I asked about 10 – 15 people what they thought “development” meant. Interestingly, of all the people I asked, I got a different answer from each of them. Not only that, when I got an answer from someone that included the word “plan”, less than 10% of them said that they had a written development plan. Imagine how successful companies would be if they did not have a written business plan!

Basically, there are three types of development plans. The first type of plan is designed to keep you current in your present position. The world moves at a tremendous pace. Technology changes. Systems and processes change. Policies and procedures change. Laws and regulations change. If you don’t engage in at least minimal development on a yearly basis, you are being LEFT BEHIND! This is not a good thing! People left behind are the first to go when there is downsizing and the last to be considered when there are opportunities for advancement. So, as a minimum, have a development plan to keep yourself current in your position.

The second type of development is to increase your proficiency and enhance your skills to become more qualified in what you are currently doing. Back in the last century when I was in elementary school, I heard a joke. A young man comes to visit New York City. He is walking around lost, trying to find Carnegie Hall. He sees an older gentleman who looks like a native and stops and asks him if he can tell him how to get to Carnegie Hall. The older man replies, “My boy, practice, practice, practice.” The point being, that much of your development to increase skills and expertise involves continuing practice and feedback. So, if your development plan involves getting better at what you are already doing, it will have a major component of practice (doing sometime) and feedback (how well you did and what you can do better).

The third type of development is to prepare you to be considered for opportunities that may occur in the future. This type of development is designed to identify a goal and a process to get you from where you are now, to where you want to be. Development in this type of goal includes stretch assignments, getting out of your comfort zone and gaining new and different experiences. It also includes practice and feedback. The key to this goal is to be the most prepared when an opportunity occurs. When preparedness meets opportunity, promotion or advancement happens.

In all three of the types of development discussed, however, there is at least one thing in common: that a written development plan exists. The likelihood of completing your development plan is magnified 10-fold when you have a written plan. Remember, if your plan exists only in your mind, it’s not a plan, it’s a dream. The way to make your dream a reality is to commit it to a written plan that you follow!

SUSAN R. MEISINGER FELLOWSHIP FOR GRADUATE STUDY IN HR

This award is a premier source of funding for graduate study in Human Resources for those that want to leverage significant past contributions that affect the human resource management field and to continue to contribute to HR in a significant way by earning a graduate degree in HR.

The application period is January 1 through April 1, 2009. FAQs and an application form can be downloaded from the fellowship website at <http://www.shrm.org/meisinger>.



MEMBER PHOTO OPS...

February Program Pics



TAHRA & IABC partner for the February meeting.



Mark Schumann presents Branding for Talent.

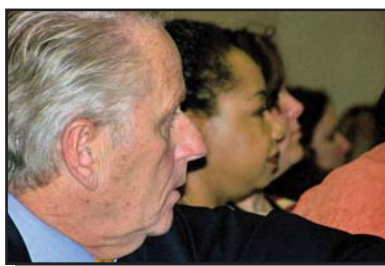


A question for Kirk on pending legislation.



President Holly opens the meeting.

Steve Higgins makes IABC announcements.



Pondering corporate vs talent brand.



Schumann really made us think.

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TAHRA GOLF CLASSIC

May 4th, 2009
Forest Ridge Golf Club

TAHRA's goal is to promote networking of our membership including human resource professionals, vendors, and service providers, both on and off the course. This is an opportunity for members and others that service our profession to have FUN!

Proceeds generated from this tournament support education and training for our members and area TAHRA/SHRM student chapters and scholarships.

~ Check-in begins at 7:30 a.m.

~ 18-hole, 4-player scramble begins with shot-gun start at 8:30 a.m. (Players may pre-arrange a foursome or be assigned to one.)

~ Entry Fee includes: Green fee and Cart Rental with GPS, Range balls with Practice Facility, Automatic Entry into Prize Contests (Closest to the Pin, Longest Drive, Longest Putt), Award Ceremony with Prizes, Lunch, and a TAHRA Golf Classic Goodie Bag!

Individual Entry - \$100.00 (Will be assigned to a team by TAHRA Golf Committee)

Team Entry - \$400.00 Team (4 player team arranged by you)

Prepaid Mulligans - Individual - 4 for \$40.00 or Team - 16 for \$160.00

Please go to www.tahra.org to register as a single player or a team!

Sponsors may also register through the website as well.

Remember for every player you refer you get your name in a drawing for a \$100 Visa gift card!

For any questions contact Amber Hatten at 520-2083.



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LEGISLATIVE UPDATE

W. Kirk Turner, Esq., VP of Legal and Legislative Affairs

PRESIDENT OBAMA SIGNS STIMULUS BILL OVERHAULING COBRA

It is the end of COBRA as we know it – at least temporarily. On February 17, 2009, President Obama signed into law the American Recovery and Reinvestment Act of 2009. Among other things, the Act temporarily modifies Consolidated Omnibus Budget Reconciliation Act (COBRA) group healthcare plan continuation rules.

Generally, under the Act, employees who are terminated “involuntarily” between September 1, 2008 and December 31, 2009, are eligible for a subsidy of 65% of the premiums they would be required to pay for up to nine months for any group health plan in which they participated at the time of termination. Thus, eligible individuals will be required to pay only 35% of the plan premium. Employers will be able to recover the 65% premium cost in the form of a credit against their income tax withholding and FICA taxes.

Employers should note that this subsidy does not apply to employees who have an adjusted gross income of more than \$125,000 (\$250,000 for joint filers).

Also, employees who were terminated beginning September 1, 2008, and who either did not elect COBRA coverage or lost coverage due to nonpayment of premiums, have a new election period under the Act. Such employees have 60 days after they receive a required COBRA subsidy notice, to elect to start COBRA coverage at the subsidized rate.

Individuals covered by COBRA who subsequently become eligible for other group health plan coverage or otherwise cease to qualify for premium assistance, must timely notify the employer providing premium assistance. An individual who fails to provide this required notice will be subject to paying a penalty.

Additionally, employers have the option of allowing involuntarily terminated employees to select a different, lower-cost coverage option than the one they were enrolled in at the time of their involuntary termination.

Information about the new subsidy and the option to enroll in different coverage must either be added to current COBRA notices or provided in separate COBRA notices. The notices must be issued by April 17, 2009, and include the following: (1) the forms necessary for establishing eligibility for premium reduction; (2) the plan administrator’s contact information; (3) a description of the 60-day extended election period; (4) a description of a qualified beneficiary’s obligation to notify the plan of health coverage under another group plan or Medicare and the penalty for failure to do so; and (5) a prominently displayed description of the qualified beneficiary’s right to a reduced premium and the applicable conditions to receiving the reduced premium.

Model notices are scheduled to be provided by the Secretary of Labor by March 19, 2009. However, employers may consider issuing these notices as soon as possible, since qualified individuals have 60 days after receipt of the notice to elect subsidized coverage.

Employers must act quickly to implement the new requirements, which will include locating former, involuntarily terminated employees and adjusting COBRA administration and payroll tax reporting.

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at kturner@newtonoconnor.com.



COMING ATTRACTIONS

MARCH

TAHRA PROGRAM MEETING –March 18th, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – March 26th, 2:00-4:00 p.m.

8th Annual Oklahoma Sustainability Network Conference – March 20th & 21st – Night University Center,
University of Central Oklahoma, Edmond Registration www.oksustainability.org

APRIL

TAHRA WEBSITE GOES LIVE - APRIL 1ST!!

Connecting People with Opportunity Career Fair, Skiatook – April 4th 10:00 a.m. - 2:00 p.m.

Tulsa Metro Job Fair – TU Reynolds Center April 8th

TAHRA PROGRAM MEETING –April 15th, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – April 23rd, 2:00-4:00 p.m.

MAY

2009 Youth Employment Fair – May 2nd – Convention Center’s Conference Hall 8:00a.m. to 5:00p.m.
-objective of the fair is to provide youth summer employment opportunities for people ages 15-18

TAHRA CLASSIC GOLF TOURNAMENT – May 4th

The Best of TCC 2009 - May 18th - Renaissance Tulsa Hotel (See page 7 for more information)

TAHRA PROGRAM MEETING –May 20th, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – May 28th, 2:00-4:00 p.m.

Oklahoma State HR Conference May 31st-June 2nd, in OKC

JUNE

Oklahoma Aerospace Summit – June 15th-18th

