

DECEMBER PROGRAM MEETING ~THE BOOK~

BOOK REVIEW OF “NEVER EAT ALONE” BY KEITH FERRAZZIE

Radisson
41st & Garnett

December 17, 2008

Program Meeting 11:15-1:00

Sponsored By:



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TAHRA NEWS

December 2008

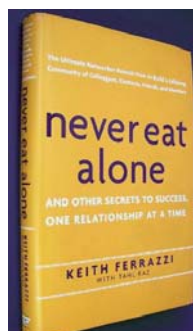


2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER Chapter 0175

DECEMBER MEETING

Book Review: “never eat alone” by Keith Ferrazzie

For December’s program, TAHRA is hosting a Book Review of “never eat alone” by Keith Ferrazzie.



Travis Jones of Career Development Services will share his thoughts and review this great book about building lifelong relationships and networking. Travis is a long time member of TAHRA and we look forward to hearing him speak about this book. *We will even draw names and give-away copies of “never eat alone”!*

If you’ve read a book this year or meant to read one – NOW is the time! If a book inspired you, gave you new insight, challenged or intrigued you, we want to know. Whether you liked it, loved it, or have just got to finish it - bring your book to the December 17 Program Meeting. Make plans to attend—even if you haven’t read a book!

Our theme is:

Broadened horizons by experiencing the thoughts and ideas of others
Open eyes by seeing something from a different perspective
Opportunities to improve our skills and comprehension, and
Knowledge that increases our understanding of the world

HR professionals must keep learning. In this crazy season, reading often doesn’t occur as we’re in “overdrive.” We propose taking a little time to read a book for the December meeting could:

- ~ Provide an escape from day-to-day pressure
- ~ Stimulate your brain and keep your mind active
- ~ Rejuvenate and motivate you to keep going
- ~ Relax and/or entertain you

Bring your favorite book and be prepared to talk about it with the people at your table and why you recommend it (you will hear about several “great reads”!)

If you can part with your book, exchange it with someone at the meeting or if you can’t bear to part with yours, know you can get great deals on books through Amazon.com or coupons from Borders and Barnes & Noble.

You can also bring a book for a child or youth for the Parent Child Center Toy Drive! See you in December and Happy Reading!



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.

“Treat Yourself to TAHRA”...ADVERTISE!

Bryan Wempen, Fundraising Chair

WEBSITE ADVERTISING (500+ members with access and .org is open to public)

Home Page Rotating Banner - \$300 for 90 Days—\$1,200 Annually

Home Page, Career Center and Directory Pages - \$500 for 90 Days—\$1,500 Annually

All Other Website Pages - \$400 for 90 Days—\$1,000 Annually

Click Through to link to your EVENT - \$125/month—\$200 for 2 months

E-NEWSLETTER ADVERTISING (500+ members with access)

One Issue (Buy 2 ads Get 1 Free)

or *Annual Subscription* (10 Issues) Best Value!

1/4 Page \$200

\$1,080 (individual ads valued at \$1,450)

1/2 Page \$300

\$1,500 (individual ads valued at \$2,100)

Full Page \$450

\$2,000 (individual ads valued at \$3,150)

PROGRAM OR EVENT SPONSOR \$400 (75-175 members in person)

DIRECT MAIL ADVERTISING (requires Board Approval)

\$250 for a one-time set of MAILING LABELS



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Contact Bryan at 918-284-4157 or bryanw@peopleclues.com



PRESIDENT'S LETTER

Julie Callahan, 2008 TAHRA President



"Treat Yourself to TAHRA"

It's hard to believe that yet another year is coming to an end. I have truly enjoyed this experience to serve as your President and to be involved with such a dynamic association.

A few challenges were encountered and overcome by the Board during the year, which include two board resignations and the hiring of a new Chapter Management Professional. Thanks to the dedication and cooperation of your Board, no disruption of service occurred while dealing with these challenges. A special thank you goes to Laura McIntosh and Holly Fisher for stepping up to the plate without hesitation to fill the Treasurer and President-Elect positions. I would also like to thank the entire TAHRA Board, along with the Committee Chairs. These volunteers have juggled their time this year between family, work and volunteering. This is no easy task! We must also thank their families and employers for

supporting them and TAHRA. The 2008 Board and Committee Chairs are comprised of creative, hard working and dedicated HR Professionals who have worked very passionately and persistently to promote the HR Profession. My heartfelt thanks go to TAHRA's 2008 Board and Committee Chairs:

President-Elect – Holly Fisher, PHR
VP Programs – Holly Fisher, PHR
VP Membership – Sharon Mitchell, PHR
VP Leadership Development – Bill Young, SPHR
VP Legislative Affairs – Kirk Turner
VP Public Relations – Sharee Wells
VP Diversity – Jennifer Shultz, PHR
VP Education – Patty Smith, PHR
Treasurer – Laura McIntosh, SPHR
At-Large Board Member – Laurie Petersen

At-Large Board Member – Vickie Williams
At-Large Board Member – Melissa Adkison
College Relations Chair - Laura Messer
Registration Chair - Noel Groves
Workforce Readiness Chair - Barbara Clyma
HRCI Chair - Tricia Way, PHR
Hospitality Chair - Travis Jones
SHRM Foundation Chair - Beverly Griffin, SPHR
Fundraising Chair - Bryan Wempen
Chamber Liaison - Denise Reid

A significant number of new members decided to "Treat Yourself to TAHRA" by joining our organization in 2008. These new members brought our total membership to 529; an amazing number! The number of new committee volunteers increased by over 30 during the year. I would like to take this opportunity as your outgoing President to thank each new member and new volunteer for your decision to join and your commitment of time to serve our great organization. In addition, I would like to thank all of our volunteers for your efforts in making 2008 a successful year. It has been rewarding to see so many of you "Treat Yourself to TAHRA" through your willingness to serve.

Another accomplishment I am proud of was the development of a new logo for TAHRA. This logo was designed with our new web-site in mind. Phase one of the website rollout was originally scheduled for 2008, but unavoidable delays made the goal impractical. The website rollout will occur in April 2009. As you may recall, the new website was one of my priorities in 2008 because of the added value it would provide to TAHRA members. I want to thank our Technology Chair Melissa Adkison and her committee for their hard work and creativity in making our new website one we can all be proud of. Stay Tuned!

Our profession and the country face many challenges today and into the future. The Employee Free Choice Act, the Respect Act, new health care initiatives, rising unemployment, two wars abroad, the continuing threat of terrorism in the world and within our shores and employee fear over the stability of retirement accounts brought about by an economy teetering on the brink of disaster to name but a few. As always, our profession will be called upon to help find solutions to these challenges and we must be ready to answer the call. TAHRA will continue to be a vital resource at our disposal in finding solutions that work through program meetings, seminars, conferences and networking opportunities. I encourage you to renew your membership for 2009 if you have not already done so, so that you may continue to take advantage of the resources TAHRA provides.

Finally, I urge each of you to give our new President and TAHRA Board the same support you have given us during 2008. I am confident Holly will provide solid leadership and will continue the tradition of taking TAHRA to new heights. Thanks again for the opportunity of serving you and I wish all of you much success. See you in 2009!

Julie Callahan

Julie Callahan, PHR
2008 President



RECOGNIZING OUR LEADERS

Bill Young, Leadership Development

Noel Groves receives the 2008 Richard J. Messer Award for Excellence in Human Resources Management



Noel Groves, Richard J. Messer Excellence in HR Management Award 2008 recipient with Bill Webb and Carol Messer.

The nominees for this year's award were Alison Anthony, SPHR, Director of Diversity and Community Relations for Williams and President of the Williams Foundation, Julie Callahan, PHR, Human Resources Manager for Mid-Continent Group and current TAHRA President, and Noel Groves, Business Development Manager for AcctKnowledge Financial Staffing. The award recognizes outstanding leadership and achievements in the human resources field. The recipient is an individual who serves as a role model for others, sets the standard by which others are measured and unselfishly gives of him or herself to the betterment of TAHRA, the Human Resources

Association, with the exception of the Awards Committee participants, are eligible to be nominated. In selecting the recipient, leadership with TAHRA, at the State Council level, and the national level, community involvement and contributions to the nominee's organization are all considered. **The 2008 Richard J. Messer Award for Excellence in Human Resources Management recipient is Noel Groves.**

A TAHRA member since 2004, Noel served on the Membership Committee (2005, 2006), the Registration Committee (2006) and as Registration Chair (2007, 2008), Golf Tournament Committee (2006, 2007, 2008), Law Seminar Committee (2007, 2008). She received the 2007 TAHRA "Totee" Award. Other leadership roles include Institute of Managerial Accountants, Vice President of Membership and Marketing (2006, 2007), Co-chair for the Annual Tulsa IMA Conference, and Vice President of Communications and PR (2008). In 2006 she was honored as one of Tulsa's Top Twenty Business Leaders by the Cystic Fibrosis Foundation. A Leadership Tulsa (Class 36) graduate, she serves on the Leadership Tulsa Membership Committee for 2008-2009. Noel designated the charitable donation in her name to the Scott Carter Foundation for Children's Cancer Research.

Noel currently is Business Development Manager for AcctKnowledge Financial Staffing. At her prior employer, the Addison Group she started and led the finance and accounting division where she oversaw all managerial aspects of the division and handled the hiring of internal staff as well as HR responsibilities. Previously she was employed at Williams Communications and Williams. While working for Williams Communications she oversaw creation and implementation of the New Employee Orientation Program, the Employee Referral Program and Implementation, HR Incentive Team, and the applicant tracking system as well as the PeopleSoft 8.3 implementation.

Her community involvement includes chairing the Annual Common Thread Fashion Show, which benefits the Scott Carter Foundation and Children's Cancer Research. Noel is a member of the Junior League of Tulsa (JLT) including Finance Committee, Hospitality Committee, "Different but Same" Project Committee, and others. She volunteers at Philbrook Museum of Art, Ronald McDonald House, Meals on Wheels, Tulsa Area United Way, St. John's Medical Center, Tulsa Junior Philharmonic, St. Jude's Children's Hospital fundraisers, American Cancer Society, OK Corral / Junior Achievement, Tulsa Ballet, American Red Cross - Blood Drive, American Heart Association (past Sweetheart), Tulsa Opera (past debutant), Little Lighthouse: Links for Little Ones, and Parent Child Center.

Noel received her BA from the University of Kansas and her MHR from OU.

In June 2008 the TAHRA Board renamed the Excellence Award to honor the memory and legacy of contributions to the human resources profession of TAHRA founding member, Rick Messer. Rick's work on behalf of TAHRA included serving as one of its early presidents, and later as chairman of the state council. He served on several HR boards at the state and regional level, and in 1988 TAHRA granted him lifetime membership. Rick also served on the board in 1986 for the American Society for Personnel Administration (ASPA), which in September 1989 changed its name to the Society for Human Resource Management. He served as vice chair in 1985, chairman in 1986 and immediate past chair in 1987. During his tenure he advocated the creation of a professional certification program and later served as the HR Certification Institute president for two years. Recognized for his leadership within the HR profession, his advocacy on behalf of HR and his community involvement, Rick's professionalism and integrity exemplify the best of the HR profession. By renaming the Excellence Award, TAHRA hopes to continue to honor his service to the profession while we also honor new generations of HR professionals who will be the recipients of the award in years to come.]



RECOGNIZING OUR LEADERS, *Continued...*

Bill Young, Leadership Development

Dan Brown receives 2008 TAHRA New Professional Award

The nominees for the TAHRA New Professional Award this year were Gregg Johnson, Corporate Recruiter at Vanguard Car Rental, and Dan Brown, Senior HR Manager at Hilti. This special award recognizes an outstanding new professional in our organization. The recipient serves as an inspiration for others, sets high standards, has contributed to the advancement of the profession and gives of him or herself to the betterment of the community. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged. **The 2008 TAHRA New Professional Award recipient is Dan Brown.**



A member of TAHRA since 2005, Dan was the Chairman of the Entertainment Committee for the 2008 Oklahoma State Conference and Chairman Designee, 2010 Oklahoma State Conference. He volunteers as an Interviewer for TAHRA's monthly partnership with Resonance. Dan's workload prevented him from being at the meeting to receive his award, so the presentation will occur at the December meeting. He has designated Arm's Around Broken Arrow as the recipient of a cash donation in his name.

As Senior HR Manager for Hilti for the last 3-1/2 years, Dan works with 1,000 outside sales people, 112 regional managers, and 16 division managers. For 4 years he also served as co-team leader for the Annual Leadership Award and chaired Hilti's Corporate Challenge participation.

In the community, Dan volunteers with Habitat for Humanity and has helped build 5 homes in Tulsa. He worked with youth and youth groups in St. Louis, Omaha, Tulsa and Broken Arrow coaching boys' basketball and softball, and girls' soccer. As a youth councilor at Falls Creek, Windermere, and camps in the Ozarks, he works with underprivileged kids to help improve their lives and their education. Dan was on the Personnel team at his church in Omaha, and presently serves as Chair of both the Personnel team and Pastor Search committee of his current church.

Dan received his BSBA from LaGrange College and his MA in Strategic Leadership from Bellevue University.

CAMPUS CORNER

Laura Messer, College Relations Committee Chair



Laura Messer, College Relations Chair presents Lindsay Williams, OU senior with the TAHRA Scholarship check.

The TAHRA College Relations Committee is dedicated to promoting the professional development of its student chapters and representing the best of Human Resources to the Student Community. For this reason TAHRA has established a scholarship program to promote the pursuit of a career in the field of human resources management and to recognize outstanding achievement of students in the field.

TAHRA is pleased to announce that Lindsey Williams is the winner of the 2008 TAHRA Student Scholarship Award. Lindsey was presented with her check at the November program meeting. Lindsey is a senior at Oklahoma University and will receive her Bachelor of Arts degree in Human Resources Management. She carries a 3.6 GPA in her major and a 3.2 overall GPA. Her

immediate career plans are to work at a recruiting firm or as an HR generalist. She is planning on working towards becoming certified through HRCI and receiving her PHR.

Congratulations, Lindsey and best wishes to you in your future career!!



LAW SEMINAR



Attorney Thomas Robertson discusses FMLA.

Another successful TAHRA Employment Law Seminar, fired off bright and early November 6th. There were 163 participants, who were updated on Immigration, Benefits, Managing Reductions in Force, ADA, FMLA and other Hot Topics like the Employee Free Choice Act.



Randall Snapp advises us on EEOC liability.



Kirk Turner welcomes participants to the Annual Law seminar November 6th.



A chance to ask an expert.



Attorney Break Out Sessions provided us with information on Background screening; Employee handbooks; Documentation; Payroll issues; Employment policies; Immigration Employment compliance; Internal investigations; Worker's Comp, Terminations, Harassment, and Religion Guidelines.



LAW SEMINAR, *Continued...*



Nothing like good beer and good colleagues.



A little social time after all that brain work.

We wrapped up a fascinating day with a little networking event. To the members of the TAHRA Law Seminar Committee, Kirk Turner, his Super-Hero, Susie Anderson, and all the attorneys and speakers representing Lablang & Solano; Crowe & Dunlevy; Concordia Benefits Group; Rhodes, Hieronymus, Jones, Tucker & Gable; Doerner, Saunders, Daniel & Anderson; Pray, Walker, Jackman, Williamson & Marlar; Newton, O'Connor, Turner & Ketchum; Herrold, Herrold & Co.; Hall, Estill, Hardwick, Gable, Golden & Nelson; McAfee & Taft; and Strecker & Associates – Here's to You! Thanks for your hard work and dedication to putting on an outstanding event year after year!



OK - it wasn't all hard work.

Give Back to the Community... *Bring a gift for a child!*

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CHILD CENTER
OF TULSA**

**Strengthening Families to
Prevent Child Abuse & Neglect**

www.parentchildcenter.org



Bring a toy, book,
coat, bike, or any other
item appropriate for a child
age 0-12 to add to our Toy
Drive for the Parent Child
Center of Tulsa!

Thank You!

DIVERSITY MATTERS

Jennifer Schultz, VP of Diversity



4th Quarter Diversity Meeting.

Pictures from the Q4 Tulsa Area Diversity Networking Group meeting titled: The Impact of our New President on Your Diversity Initiative. Many thanks to our hosts at PSO/AEP and a special thank you to Stuart Solomon, PSO President and COO for his participation in the group and meeting!

In just a few short years, the TAHRA Diversity committee has founded and grown the Tulsa Area Diversity Networking Group to over 100 members strong! 2009 activities will include distribution of Diversity education books for participants of the Q4 meeting, continued quarterly meetings and an opportunity in Q1 to take your CEO, President or Owner to breakfast with other business leaders who understand the importance of Diversity in the workplace as well as our community.



Listening to Mr. Stuart Solomon at the 4th Quarter Diversity Meeting.

MEMBER PHOTO OPS...



Bill Young and speaker Connie Rank-Smith, HRCI

November Program Pics



Engrossed in Ms. Rank-Smith's discussion of leadership.



125+ members and guests.

**Don't
forget to
bring a toy
for the toy
drive!**





Your 2008 membership expires on December 31, 2008, and it is time to renew for the 2009 membership year. The entire renewal process is done online; it is a quick and easy procedure.

If you have already renewed, *thank you!*

To renew your TAHRA membership go to TAHRA's website, www.tahra.org, and click on the **"renew membership"** link on the **right side of the Home Page** (Do not click on the "Join TAHRA"). Follow the prompts.

- ~ If you wish to pay by credit card, follow the credit card prompts.
- ~ If you are paying by check, click on the "pay by check" link.

After you have completed the renewal, please make sure to update your profile with current information.

As you are aware, TAHRA is a valuable asset to the HR professional. Don't miss out on this year's events, emails, HRCI credits, networking with friends and other HR professionals, and all that TAHRA has to offer. Ensure continuation of TAHRA benefits by renewing your membership now!



**The foundation of TAHRA is its members and their support ...
be a part of that foundation!**

