

OCTOBER PROGRAM MEETING

FAITH IN THE WORKPLACE
The Kaleidoscope Group

Spirit Bank Event Center
10441 South Regal Boulevard
(South of Memorial at 103rd Street)

October 15, 2008

Program Meeting 11:15-1:00



~ IN THIS ISSUE ~

October Meeting	1
October Learning Lab	2
President's Letter	3
TAHRA Advertising	4
Coming Attractions	5
Workforce Readiness	5
Recognizing Our Leaders	6
Recognizing Our Leaders	7
Diversity Matters	8
Member Photos	9
Campus Corner	10
Metro TAHRA	10
New Members	11
Community Relations	11
Member Photos	12

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FAITH IN THE WORKPLACE

For years we have heard some things
should not be discussed in the workplace.
One of the most prominent is faith and
religion.

Whose business is it?
I don't care what your faith is!
I don't talk about mine therefore you
shouldn't talk about yours.

While the mindset of avoidance exists, we
also hear:

Why all of the Christmas decorations?
I don't see other faiths celebrated.
I don't have a special place to pray,
why should they?
I'm an atheist, how dare they open the
meeting with a prayer?
Another meeting being held on a
Jewish holiday.

These are just a small sampling of the
differing mindsets that organizations often
face addressing faith in the workplace.

What is the solution? What is the impact
on employees? How can organizations



This program has been approved for 1.00 General recertification credit
hours toward PHR, SPHR and GPHR recertification through the HR
Certification Institute. For more information about certification or recer-
tification, please visit the HR Certification Institute website at
www.hrci.org. The use of this seal is not an endorsement by HRCI of
the quality of the program. It means that this program has met
HRCI's criteria to be pre-approved for recertification credit.

create a culture that allows for all of these
varying viewpoints to exist at the same time?

Many studies show that people no longer
desire to hide their faith and beliefs as they
engage in the workplace. They want to
bring their whole self to work, body, mind
and spirit. How can that be done inclusive-
ly? How can that be done so that both the
dominant population as well as the lesser
represented persons both feel valued and
encouraged to be themselves in the work-
place.

During this presentation we will discuss:

- ~ The current state of Faith in the
Workplace
- ~ The impact of Faith on Engagement,
Productivity and Effectiveness
- ~ What does a "Faith Friendly
Environment" look like?
- ~ Best Practices in managing Faith in
the Workplace

Our presenter is a consultant with The Kaleidoscope Group out of Chicago. The practice is a full-service strategic diversity consulting firm dedicated to ensuring its clients maximize the potential of their employees through the creation and nurturing of inclusive and diverse cultures that lead to an environment where everyone feels valued and part of the organization. To its global client pool of small- to mid-sized businesses and Fortune 500 companies, The Kaleidoscope Group provides services and products for:

- Executive Commitment
- Assessment
- Strategic Consulting
- Diverse Representation
- Diversity Education & Development
- Train the Trainer (TTT)
- Measurement & Accountability
- Diversity Communications
- Multicultural Marketing
- Community Connection
- Supplier Diversity Strategy & Execution





This program has been approved for 2.0 Strategic recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org. The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.

Organizational Diagnostics: Foundation for Organizational Excellence

Presented by: Foreman & Associates, Inc.

Health of the organizational body is as important to a company's performance as the health of the physical body is to an individual's performance. It is predictive of the organization's vitality, energy and productivity, as well as how it will accommodate changes in business environment, social demands and political stresses. When an organization shows signs of dysfunction, it is critical to identify the underlying illness and not make the mistake of simply treating the presenting symptoms.

Determining the causes of organizational dysfunction goes beyond just recognizing symptoms; it involves the complex analysis of the vital sub-systems which support human performance. Such analysis involves using multiple methods of assessment both statistical and inferential. Equally important with the diagnostic process is the feedback which is provided to the organization so problems can be understood and prescribed solutions can be congruent with the organization's culture and capabilities.

This brief presentation will provide participants the opportunity to:

1. Examine the human systems within an organization which contribute to (or detract from) the organization's capability
 - a. Workforce Competency
 - b. Inter-group Collaboration
 - c. Strategic Alignment
2. Develop an awareness of multiple assessment tools for diagnosing the organization's human systems, including:
 - a. Structured, analytical tools (audits, surveys, historic statistical reports)
 - b. Unstructured, behavioral observation tools (sensing interviews, focus groups, process flow charts)
3. Gain insight into providing meaningful diagnostic feedback to the company
 - a. Converting data to outcomes
 - b. Recommending the "solution after next"
 - c. Providing next steps

This organizational development process discussion will be helpful to human resource practitioners and operational managers.

Presenters, Dave and Debra Foreman are principals of Foreman & Associates, Inc. an organizational and personal development consulting firm based out of Tulsa, Oklahoma which has been in business since 1996. The focus areas of the firm include: Organizational Diagnosis, Group Learning Experiences, Executive and Personal Coaching, and HR Outsource Services.



PRESIDENT'S LETTER

Julie Callahan, 2008 TAHRA President



"Treat Yourself to TAHRA"

It is hard to believe that summer is already over and we are heading into the last quarter of the year. October is one of my favorite months as the leaves are changing colors, the weather is getting cooler and football fever is in the air. October is also an important month for TAHRA for several reasons. This is the month the membership survey will be distributed, final plans for the Annual Law Seminar scheduled for November 6th are being completed and the membership renewal process for 2009 will begin. The Board of Directors has voted to recommend an increase in annual membership dues by \$25.00 from the current rate of \$75.00 per member. This increase is necessary to help TAHRA offset rising costs of providing the many services offered throughout the years to our membership. The Board is not recommending an increase in program meeting fees or learning lab fees for 2009. While the cost to conduct program meetings has risen, the Board believes that the \$25.00 increase in membership dues will offset the continued increase in program meeting expenses. The 2009 proposed membership fee structure is as follows:

Membership Dues	\$100.00
Dues, Meals/Program meetings	\$240.00
Dues, Learning Labs	\$265.00
Dues, Meals/Program meetings and Learning Labs	\$400.00

A ballot regarding the dues increase will be sent to you within the next 2 – 3 weeks. The Board hopes that you will vote favorably for this recommendation.

Don't miss the activities planned for this month. The program meeting on "Faith in the Workplace," is scheduled for October 15th at the new Spirit Bank Event Center. The topic for the learning lab is "Organizational Diagnostics" presented by Dave and Debra Foreman and is scheduled for October 23rd. Both of these events have been approved for recertification credit hours. Visit www.tahra.org to get more information and to register.

The political race is also heating up as Election Day is drawing near. We all know that our country is facing some of the most important challenges ever faced in our history, both in the domestic and foreign arenas. With this in mind, I encourage each of you, regardless of party affiliation, to vote in this year's election and let your voice be heard.

Julie Callahan

Julie Callahan, PHR
2008 President



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



Or let us develop **YOUR SPECIAL VALUE MULTI-MEDIA PACKAGE**

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



COMING ATTRACTIONS

OCTOBER

October Program...Faith In The Workplace
at the Spirit Bank Event Center, 103rd and Memorial

October Learning Lab...Organizational Diagnostics: Foundation for Organizational
Excellence, Foreman & Associates, Inc.

Oklahoma Summit on Economic and Workforce Development, October 27-28 in OKC

NOVEMBER

November Program...Connie Rank-Smith, the National Chair for Human Resources
Certification Institute (HRCI) at the Renaissance Hotel

Presentation of the 2008 Richard J. Messer Award for Excellence in Human Resources
and the TAHRA 2008 New Professional Award

Law Seminar

WEBSITE

Website improvements are in the works ~ *Bear with us!*

WORKFORCE READINESS

Barbara Clyma, Chair

Does your organization have a need for assistance with workforce development activities? Employers can ask for services from the Oklahoma Employment Securities Commission and Workforce Oklahoma. The services can focus on the specific workforce event or need of an employer. Requests from employers for assistance will serve both the job seeker and employer.

Events include:

Customized Recruitment Events -Job Fairs, Mass Hiring Events, Continuous Application Management, KeyTrain® Skills Upgrading for Incumbent Workers, WorkKeys® Certification for Incumbent Workers, Work Opportunity Tax Credit (WOTC) Processing, etc.

If you have any questions, please contact:

<http://www.workforcetulsa.com/twibStaff.html>

Jon Eller at (405) 557-7149

jon.eller@oesc.state.ok.us



RECOGNIZING OUR LEADERS

Bill Young, VP Leadership Development

Nominate a TAHRA member for the 2008 NEW PROFESSIONAL AWARD

This special award is designed to recognize 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 themselves 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 award consists of a **\$300 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 19th meeting.

If you would like to nominate a TAHRA member for this award, please forward his or her name to the Awards Committee in care of Bill Young, VP Leadership Development via phone (573-5984) or email william.young@williams.com.

Nominations must be received no later than October 15, 2008.

Award Criteria

SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications (PHR, SPHR, GPHR, CEBS, CCP, etc.)

CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings
- Professional achievements (example: significant contribution to an organization's strategic effort)

OTHER

- Involvement in college clubs or activities
- Community involvement
- Achievements/accomplishments in other areas



RECOGNIZING OUR LEADERS, *Continued*

Bill Young, Leadership Development

Nominate a TAHRA member for the 2008

Richard J. Messer Excellence in Human Resources Management Award

This special award was designed to recognize 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 themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated.

The award consists of a **\$500 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 19th meeting.

If you would like to nominate a TAHRA member for this award (self-nominations are accepted) please forward his or her name to the Excellence Award Selection Committee in care of Bill Young, VP Leadership Development at 573-5984 or william.young@williams.com. *Deadline for nominations is October 1, 2008.*

Award Criteria

SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications

CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership for a minimum of three years
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings

PROFESSIONAL LEADERSHIP

Leadership in the Human Resources field as may be demonstrated through the following criteria:

- Significant professional contributions to the Human Resources field including special articles, presentations, teaching or publications;
- Providing expertise or services to related professional organizations and/or projects including the state council, annual state conference or SHRM

COMPANY LEADERSHIP

Contributions to his or her employer(s)

- Outstanding approaches, innovations, or creative ideas applied to the area of human resources;
- Overall contributions benefiting the nominee's employer that are outside the normal requirements of the position;

COMMUNITY AND CIVIC INVOLVEMENT

Active leadership role in community and/or civic organizations demonstrated through:

- Level of service
- Contributions to the organization
- Years of service



*Everyone has heard the phrase, “we all have to start somewhere”, but **WHERE**? When blazing the path for a better tomorrow often times we, as professionals, flounder as to where to start. There is much that needs to be done and little time in today’s business environment. Which project to choose is the first question and the second is “How do I make this happen?” When starting a Diversity initiative or even trying to revitalize your current initiative, one can get lost in the amount of raw data that is available for consumption. Advice for New Diversity Practitioners gives valuable advice that can be melded into a mantra: **know your business, leave your agenda at the door, be brave and never stop learning**. I challenge each of you reading this to do just that in your companies... be knowledgeable about the business case, ask the tough questions and continue to use the tools available in your company and community!*

Advice for New Diversity Practitioners

By Rebecca R. Hastings, SPHR, August 2008

The diversity profession may seem like an unlikely place for a white male educated in electrical engineering, but that didn’t stop Peter Bye from applying for the corporate diversity director position at AT&T in the mid-1990s. Bye had already learned firsthand how paying attention to the way employees worked together could generate incredible business results. So when the diversity role opened up, he decided to go for it.

“They were looking for someone with business experience who could more tightly align what the company was doing at that point and redefine it,” says Bye, who is now president of MDB Group Inc., a diversity and inclusion consulting firm in Livingston, N.J. “I had some experience but not a huge amount. But I had a pretty decent knowledge of myself and my own cultural identity through the leadership exploration and coaching work I had done.”

Bye says he was fortunate as a new diversity practitioner because AT&T already had a diversity infrastructure in place. “I see a lot of line leaders move into the role who don’t have that type of commitment from the organization and that type of resources available, and they don’t know what to do, particularly if they are starting out from scratch,” he says.

No matter what circumstances propel a diversity practitioner into their role, experts agree there are a few things every practitioner needs to do to increase their likelihood of success in what many say is a very challenging field.

Know Your Business

“If someone is going to be successful in this work, they definitely need to understand the business,” Bye says. In fact, he says he would choose a people-oriented business expert with no diversity experience over a diversity expert who knows nothing about business.

Though Bye admits that more knowledge of diversity would have been nice going into his first role, he says his business experience proved to be very helpful. “I did not know what kind of relationships I would need to move diversity forward, but having been a business leader I knew how to go about being out there.”

A successful diversity practitioner also needs to know how to be an influential leader in an organization, according to Bye. And that’s where internal candidates may prove to be more successful than outsiders. Bye says he has seen highly qualified outsiders fail, only to be replaced by insiders who have no diversity experience but who prove to be highly effective.

Leave Your Agenda at the Door - Personal experiences with injustice and bias certainly help diversity practitioners understand others’ experiences, but those experiences alone are insufficient preparation for the demands of the role.

“I am concerned when I see people doing diversity work and they clearly have an unspoken agenda,” says Renee Yuengling, Ph.D., who directs the diversity practice at the Northern Virginia-based consultancy ICF International.

“If you are not in control of your own stuff, you lose credibility.”

“People come into this work for many reasons, but at the core of it is a desire for justice which comes from having experienced injustice,” Yuengling continues. “But you cannot let that get in the way of being effective. If you are working at an organizational level, you have to work for the benefit of all, not just certain groups.”

Be Brave -The ability to have courageous conversations is noted as a key skill for any diversity practitioner, but that’s easier said than done.



DIVERSITY MATTERS

Advice for New Diversity Practitioners, Continued

"People new to this work don't want to make waves or challenge the status quo," says Shirley Davis, the Society for Human Resource Management's (SHRM) director of diversity initiatives, but failure to speak up can perpetuate problems.

Davis says she wishes she had more courage early in her career. "I had lots of conversations with leaders who I felt had said or done inappropriate things, and I didn't speak up," she says. "I had to choose which battles to fight."

Master Sgt. Greg Jenkins, a combat engineer who unexpectedly became a military Equal Opportunity Advisor when directed to do so by the military, initially found it challenging to discuss equal opportunity issues with military commanders in the field. Over time, however, his courage grew. "The more I was able to get in front of folks and talk about it, the more comfortable I became with it," he says.

Never Stop Learning - Above all, diversity practitioners should consider themselves lifelong learners.

"I think that the biggest mistake that people who are drawn to this field make is thinking that they have to know it all before getting started," says Eric C. Peterson, SHRM's manager of diversity and inclusion initiatives, who began his career as an actor. "Every competent diversity practitioner I've ever met is on a constant learning curve, willing to admit their ignorance when faced with a brand-new issue."

Jenkins suggests that anyone new to the diversity field

pursue as many sources of information and learning as possible, including books, web sites and interviews with other practitioners. He emphasizes the need for training that provides the opportunity to talk with a diverse group of people about the subjects diversity practitioners will eventually have to deal with on the job. "I would definitely urge someone to do whatever they could to find some school, academy or organization that is reputable and has produced passionate or aware diversity leaders and would convince my boss that I need to be sent to this school," Jenkins says.

"Talking to other white males about racism is very different than talking to those in a diverse group. It can be very frightening to talk about this in a mixed group and hear their reactions," Jenkins says. "But if you can't sit down with people who are not like yourself and talk about things, you are going to have a really hard time talking about things in a diversity role."

Peterson agrees that new diversity practitioners should start their learning journey by learning as much as they can about themselves. "While they'll never be able to memorize the cultural tenets of every nation, race and community on the globe, they can learn to function in just about any cultural environment by being aware of their own cultural assumptions and worldviews and being willing to flex and adapt to new environments using that knowledge," he says. "Gaining self-knowledge is often painful—most of us don't know the things about ourselves that we don't like—but is ultimately rewarding, both in terms of your life and your career."

MEMBER PHOTO OPS...

Managers' & Supervisors' Workshop



An educational and fun workshop!



Managers & Supervisors want the details.



Ready to learn the signs of union organizing.



The education continues at Kirk's Managers' and Supervisors' workshop.



CAMPUS CORNER

Laura Messer, College Relations Committee Chair

Although students typically have access to a career center or faculty for information, it would be great if TAHRA could become another great resource for our area HR students. Discussing specific field of employment information, informing students of the career opportunities and preparing them for an entry-level job in the HR field is all part of the goal of the college relations committee. With these efforts in mind, the team participated in several local university events this past month.

The Tulsa University Business Career Fair on September 17th gave our group the opportunity to distribute information and to answer questions about TAHRA, SHRM and the human resources field in general. In addition to the fair, several committee members made presentations at the OSU and ORU human resources student chapter meetings. The goal of the presentations was to establish a better relationship with the students and advisors, as well as provide some useful information to the students. The college relations team is looking forward to more local events next month. Special thanks to Sarah Phelps and Christine Smith who made presentations at the universities and to Vicki Hidde for volunteering to be on hand at the TU career fair.

...Watch this spot for Student Chapter news as well!

METRO TAHRA

Issues related to HR & our Community...

Be part of the solution! TAHRA members can impact decisions that affect living, working and attracting and retaining workforce talent to the Tulsa metro area. Mayors, managers and councilors rely on citizen groups of residents from diverse backgrounds for thoughtful debate and advice to create policies and develop programs on economic development, education, health, quality of life, advocacy for specific populations, taxes, other funding and planning for growth. Apply for positions on the authorities, boards and commissions in Tulsa and the surrounding communities to help bring Human Resources issues to the table.

...Watch this spot for metro area announcements and opportunities to support our community!



WELCOME NEW MEMBERS

Sharon Mitchell, VP Membership

Lynetria Johnson	Big Brothers Big Sisters of Oklahoma	Tiffany Johnson	Gannett
Zachary Smith	HSBC	Tom Ray	Norris Rods
Kerra Zavala	Auto Crane	Jaime Watts	Sigma Alimentos
Audra Braden	Dentsply Tulsa Dental	Tonja Frazier	Jarboe Sales Company
Julienne Lovelace	Cust-O-Fab, Inc.	Amy Neal	NORDAM
Melissa Lockhart	Hospitality Management Corporation	Shelta Sneed	Cancer Treatment Centers of America – Southwestern Regional Medical Center
Ben Whitley	Williams	Scott Buffington	Vanguard Car Rental

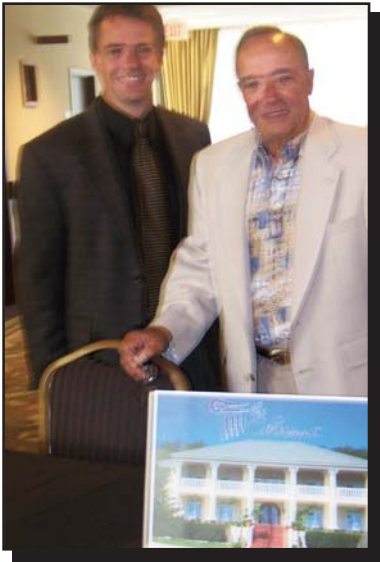
COMMUNITY RELATIONS COMMITTEE

Vickie Williams, Chair

The Community Relations Committee is rolling right along with mock interviews for Resonance. However, we still need volunteers for the October 17th and December 12th dates. If you have any interest in helping conduct mock interviews, please contact Vickie Williams at 918-581-5796 or at vickie.williams@tulsahousing.org.

TAHRA and Resonance... like peanut butter and chocolate... better together!!





Sponsors Mike & Ken
White of The Columns



Noel Groves and
Julie Odom -
in charge.



Speaker Kirk Turner
makes a strong point.



Standing Room Only!



September Registration
Committee Volunteers.



We were intent on learning about
the "So Called Employee Free
Choice Act."



Member Susan McMurray with the
officers of the ORU Student Chapter
she sponsors.

