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February 2011

Issue 2



Chapter 0175

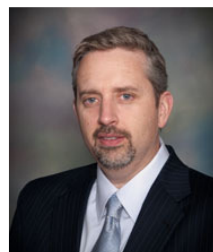
Dear Bryan,

Here is the February TAHRA Newsletter! We received great feedback on the new format and plan to continually add to and enhance the newsletter in the months to come. Please keep the comments and suggestions coming as we want to ensure the newsletter is serving its purpose. We hope that you are staying safe and warm...what a snow!

President's Message

by Bryan Wempen

Hello to our TAHRA Family! We launched the new online version of our monthly newsletter in January. To add something new for February's edition, I'm sending you a video with my thoughts for the month. I look forward to any and all feedback.



[Click here for Bryan's February Video Update](#)

Just a reminder that we have two outstanding programs in February with Strategic credit for the Program meeting and a wonderful Learning Lab. We hope you'll be able to join us!

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February Program Meeting w/Strategic HRCI Credits!

Renaissance Hotel - 2/16 @ 11:15am

Introducing The Orange Revolution:

How One Great Team Can Transform an Entire Organization

presented by Scott Christopher

The powerful research reported in The Orange Revolution reveals that the true driver of success for great companies is not a genius CEO, but a particular breed of breakthrough teams that generate their own momentum-a harmonious group of colleagues in the trenches, engaged in a single cause. Sadly, data also reveals that less than twenty percent of teams are working anywhere near their optimal



State HR Conference
May 4 - 6, 2011
Norman, OK

capacity.

Based on best practices from leading companies, including Zappos.com, Pepsi Bottling Group, and the NBA, as well as a never-before published 350,000-person study by The Best Companies Group, Scott Christopher will reveal the five vital characteristics of these 'breakthrough' teams and provide a powerful step-by-step prescription for building them. Don't miss this engaging and unforgettable interactive presentation.

All attendees will receive a copy of *The Orange Revolution: How One Great Team Can Transform an Entire Organization* from New York Times bestselling authors of *The Carrot Principle*, Adrian Gostick and Chester Elton.

Scott Christopher is co-author of the best-selling *The Levity Effect: Why It Pays to Lighten Up* and Director of Speaking and Training at the O.C. Tanner Company. He is a contributing author of the bestseller *A Carrot a Day*, a regular columnist for *Workplace HR* magazine, and a consultant on strengthening work culture with recognition and fun. Scott travels the world speaking to leadership groups at conferences and on-site client meetings. With a background in radio, television, and film, Scott's presenting style is upbeat, witty, and unforgettable.



This program has been approved for 1 (Specified-Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. 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 the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's

criteria to be pre-approved for recertification credit.

Don't miss this exciting program... [Register Now!](#)

February Learning Lab

US Cellular @ 4700 S. Garnett Rd - 2/24, 2:00-4:00pm

Progressive Discipline: Proactive Measures to Stay Ahead of Discipline Issues and Minimize Risk

presented by Randall Snapp



This month's Learning Lab will use an interactive discussion and analysis of a workplace scenario to provide human resources professionals with tips for proactive steps that can be taken to deliver progressive discipline while minimizing litigation risk. Randall Snapp of Crowe & Dunlevy, will discuss critical analysis of actual workplace issues and guidelines for processing and resolving discipline issues. He will also share checklists

to assist in discipline and termination decisions and practical steps to minimize litigation risks. All HR professionals and managers will want to attend this very informative Lab.

VOLUNTEER RECRUITMENT FAIR

Arrive early to the February Program Meeting and learn more about our TAHRA committees. We are always in need of additional volunteers to help enhance TAHRA various member offerings!

For information on all chapter committees [click here](#)

Join us on...



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TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

For information on becoming a TAHRA Partner [click here](#).

**Meet our TAHRA
Partners...**

Register Now!

Randall J. Snapp, a graduate of the University of Kansas (B.A., 1981; J.D. and M.B.A., 1985), joined Crowe & Dunlevy's Tulsa office in 1993. He has focused his practice extensively in Employment Law, Workers' Compensation Law and commercial litigation since 1987 and restricts his employment law practice to representation of management and employers. He is listed in The Best Lawyers of America and Oklahoma Super Lawyers in the field of employment law. His practice includes counseling and litigation involving a full range of employment issues and he has tried cases in both federal and state courts and before administrative agencies.

Please note the location change for this lab only.

US Cellular - 4700 South Garnett Road

Membership Update

by Chris Cable, VP Membership



It is hard to believe that January has passed already and if you are like me, looking forward to spring. We are off to an excellent start in 2011, already adding 36 NEW Members and a total paid membership of 342! With this momentum we again expect to have record high membership for TAHRA. We thank all those who participated in the recent Membership Survey and look forward to reviewing the results and sharing actionable items with you. The survey is vital to ensure that we are making every possible effort to continue improving and expanding the way we serve our group.

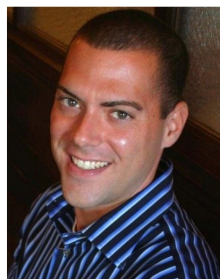
That said, what do you expect from TAHRA in 2011? More active participation means a maximized experience and value received. Please consider serving in some capacity and gather and connect with us in 2011!

We are currently seeking a sponsor for our 2011 membership drive and would love to hear from you to discuss developing a program that will help drive membership and benefit you in the process. Please contact Chris Cable at ccable@gdhconsulting.com to discuss this exciting opportunity.

Volunteer in TAHRA Today...Change Your Life!

By Chris Wright, President Elect

At some point, you have probably asked yourself, "Should I join a TAHRA committee, or volunteer my time in some way?" This is a very personal decision, and one to give serious consideration. I can only share how volunteering has changed my life and share some insights that will encourage you to make the move to volunteer in TAHRA this year. Over the years I have volunteered my time and services to many non-profits in Tulsa including



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[Georgeanna McCombie](#)
VP Public Relations

[Grover Hall, MPA, PHR, MHCS](#)
VP Diversity

[Marsha Casebeer](#)
VP Education

[Donna Fletcher, PHR, CCP](#)
Treasurer

[Justice Waidner-Smith](#)

TAHRA, Blended Love, Tulsa Ballet, TRMC's Adolescent Psychiatric Facility and many others. I even met my wife while volunteering with psychiatric patients (she wasn't a patient)! The impact volunteering has had on my life is immeasurable and the personal relationships I've formed by deciding to take a leap of faith to help others have led to friendships that will last a lifetime. But, if my story isn't enough, check out why other professionals choose to volunteer. According to a 2005 Reed Executive survey, professionals and employers listed the following benefits from volunteering:

- Boosting career options
 - 73% of employers would recruit a candidate with volunteering experience over one without
 - 94% of employers believe that volunteering can add to skills
 - 94% of employees who volunteered to learn new skills had benefited either by getting their first job, improving their salary, or being promoted
- Learning and developing new skills
- Being a part of your community
- Motivation and sense of personal achievement
- Meeting a diverse range of people
- Finding new interests and hobbies

Make 2011 the year you step outside of your comfort zone, volunteer with TAHRA and change your life. Come by the TAHRA committee tables at the February Program Meeting and meet our wonderful [committee chairs](#) and learn more about the opportunities waiting for you!

Community Relations Chair

[Lisa Johnson](#)

Website/Technology Chair

[Sarah Phelps, JD](#)

College Relations Chair

[Ann Ferguson](#)

Registration Chair

[Belen Burkhalter, PhD, CRC](#)

Workforce Readiness Chair

[Anita Fangmeier, CCP, PHR-CA](#)

HRCI Chair

[Travis Jones](#)

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[Stanna Brazeel, SPHR](#)

SHRM Foundation Chair

[Susan McGinnis, RHU](#)

Fundraising Chair

[Denise Reid](#)

Chamber Liaison

[Julie Odom](#)

Chapter Management
Professional

Diversity & Inclusion Roundtable and Committee Meetings

by Grover Hall, VP Diversity



The final session of our year-long series "Beyond Diversity 101" is scheduled for February 10th and we encourage you to come! This session will tie together the themes we have been exploring over the past year, and will feature a panel discussion of local experts discussing "Building Culture". We will also spend time in small groups strategizing specific goals to apply the skills learned during the series.

Date: Thursday, February 10, 2011

Time: 8:30-10:30am

Location: OSU-Tulsa BS Roberts Room (located in the North Hall Conference Center)

Panelists Include:

Robert Hulsey, Diversity & Community Relations Consultant, Williams
Linda Jenkins, Owner, Jenkins Consulting Group
Felicia Collins Correia CEO, YWCA Tulsa

This event is free and open to the public. Light breakfast provided.

Immediately following the Roundtable, there will be a TAHRA Diversity Committee meeting at the same location. If you are interested in serving on this committee, please make plans to attend. For more information on this event, contact Grover Hall, TAHRA VP of Diversity at grover.hall@williams.com or call 918-855-4855.

Make a Difference: An Invitation to Share Your Talents with Others

by Justice Waidner-Smith, Community Relations chair

Volunteering can be an exciting, growing, enjoyable experience. It is truly gratifying to serve a cause, practice one's ideals, work with people, solve problems, see benefits, and know one had a hand in them. -Harriet Naylor



2011 is off to a grand start, and I am excited to participate in all that this year will hold for TAHRA's community presence and partnerships. It is an honor to serve you as the Community Relations member on our Board of Directors. I am looking forward to working closely together as we seek to share our skills and talents with the goals of helping others and strengthening our community.

Looking for a way to give back in 2011? For many years, TAHRA has partnered with Goodwill Industries in assisting with their Tulsa Works Program by providing HR professionals to conduct mock interviews with those graduating from their workforce readiness initiative. Each month TAHRA will be coordinating 10 individuals willing to volunteer two hours of their time toward this partnership. The mock interviews are from 9:00am until 11:00am on the second Friday of each month. You can volunteer once, a couple of times a year or for each opportunity - whatever works for your schedule.

This is a rewarding partnership for all involved. It is gratifying for the TAHRA volunteers. According to TAHRA Past President, Bill Young, "Everyone who has volunteered has enjoyed the process and felt it was well worth their time." It also is a great gift to the Goodwill students. In the words of the Tulsa Works Program Coordinator, Sabrina Ware, "Our partnership with TAHRA gives so much encouragement and support to our students who are upgrading their job search skills to be more competitive in today's market. The volunteerism is greatly appreciated!"

I remember when I first heard about this program I wasn't sure that I had the necessary skills to participate as someone who had not worked directly in recruiting. However, I guarantee that you have many talents to share and that they will be very helpful to those we serve. The Goodwill staff and I are here to make this experience wonderful for you, and we will provide you with all of the necessary information and resources you need.

The next mock interview session is scheduled for February 11th. This is a wonderful opportunity to put some of your HR skills to use while providing a valuable training experience to individuals preparing to enter the job market. If you are able to volunteer for

two hours on the 11th, or if you are interested in volunteering in the future, please contact me at 918-587-2100 X1007 or jwaidner@ywcatusa.org. Volunteering can be an exciting, growing, enjoyable experience. It is truly gratifying to serve a cause, practice one's ideals, work with people, solve problems, see benefits, and know one had a hand in them.

Looking forward to working together throughout 2011!

Website Update: What 2 XPT in 2011

by Lisa Johnson, Website/Technology Chair

The Website Committee will be **spicing** things up this year! Each month, we will highlight a different feature of the TAHRA website so that you can get the most out of the resources provided! We also plan to hold several brief interactive website tutorials throughout the year in addition to the tutorials posted on the website.



We will use our [Facebook page](#) as a forum to ask questions and share ideas on HR related topics. How often have you had a question requiring a quick response? Rather than making several phone calls only to leave messages and sending emails only to wait for a response, you can post your question on the TAHRA

Facebook page and receive feedback quickly. In addition to asking questions, you can share your expertise with others! The expertise provided by each of you via the social media avenue will provide resources at our fingertips!



The Website Committee looks forward to being a true resource for you in 2011!

Workforce Readiness

by Dr. Belen Burkhalter, Workforce Readiness Chair



Workforce Readiness focuses on information and programs to ensure that today's and tomorrow's workforce has the skills, competencies, and behaviors to succeed in the workplace. It also includes initiatives that insure that the present and future workplace maximizes the potential of the workforce. Hopefully, this definition also answers the questions I got after our last newsletter was published: Why is Workforce

Readiness important to your company and what can TAHRA do to help you?

First, let's look at some statistics and information (SHRM Workplace Forecast, 2009):

- 40% of employers rate high-school graduates as deficient for entry-level jobs

- 63% of workers will need post-secondary education to qualify for U.S. jobs by 2018
- American 15 -year-olds ranked 21st in science, 25th in math out of 30 developed countries

The problem will not be too few people; it will be too few skilled people. Our nation could have as many as four million more jobs than workers to fill them by 2018. Thus, the need for Workforce Readiness initiatives in both private and public organizations. Our role in HR is to get involved in these initiatives, make the economic case to our own companies, economic groups, education, and our community, and to take the stand in favor of the issue. TAHRA, through its Workforce Readiness initiatives offers to serve as the repository of Workforce Readiness information for the HR and business community. Our goal is to help identify and support volunteer opportunities at the national, state, and local levels for HR professionals. In collaboration with our legislative committee and our partnership with state and federal agencies, we encourage participation in policy discussions surrounding Workforce Readiness.

If you have any Workforce Readiness information that you want to share on TAHRA's Workforce Readiness web page, please send them to me at bcburkhalter@okdrs.gov or call 918-633-1915.

Welcome to our Newest Members!

Erik Wright, Penmac Staffing	Therese Renault, FMS, Inc.
Jennifer Ha, DirecTV	Betty Groth, RSVP of Tulsa, Inc.
Joe Dillard, Gateway Mortgage Group, LLC	Kendall Mullen, Citizens Security Bank
Duane Sanders, DaPro Rubber, Inc	Brandon Brazeel, Whirlpool
Barry Farbro, Barry A. Farbro	Holly Bernard, Student
Karen Phillips, Blue Bell Creameries, LP	Naomi Satterfield, Xeta Technologies, Inc.
Jenna Riggs, Flint Energy Services	Kara Franks, Video Gaming Technologies, Inc
Jenni Weldon, Southwest United Industries	Gail Dodson, Social Security Law Center LLC
Lisa Rambo, Acctknowledge Financial Staffing	Tracy Hiscock, Community Health Connection
Melody Hespelt, Acctknowledge Financial Staffing	Andrew Hamilton, Advantage Staffing
Carol Collins, The Nichols Companies, Inc.	Audrey Shepherd, Advanced Composites Group
James Robertson, PWC	Shannon Jewart, Advanced Composites Group
Katie Rubottom, Gardner Denver	Pauline Harris, Tulsa Public Schools
Steve VanGunda, Osage Million Dollar Elm Casino	Laura Browne, Student
Kit Carns Osage Million Dollar Elm Casino	Roshini Muralidharan, Student
Rhonda Thompson River Spirit Casino	

Upcoming Events

February

2/10 - [Diversity Roundtable: Building a Culture](#), followed by TAHRA Diversity Committee Meeting at OSU Tulsa BS Roberts Room | 8:30 - 10:30am

2/16 - February Program Meeting - **Prize Drawings & Free Book for all Attendees!**
[Introducing the Orange Revolution: How One Great Team Can Transform an Entire](#)

Organization

by Christopher Scott at Renaissance Hotel | 11:15am - 1:00pm

2/24 - February Learning Lab - [Progressive Discipline: Proactive Measures to Stay Ahead of Discipline](#)

[Issues and Minimize Risk](#) by Randall Snapp at US Cellular | 2:00 - 4:00pm

March

3/16 - March Program Meeting - [Ultimate Productivity Begins with You](#) by Jim Stovall at Tulsa Country Club | 11:15am - 1:00pm

Tulsa Area Human Resources Association
admin@tahra.org
(918) 344-4622

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