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May 2011

Issue 5



Chapter 0175

Dear Bryan,

TAHRA has had a great start in 2011...so far this year we've hosted 8 events that offered members 23.5 hours of HRCI recertification credit, 6.5 of those being strategic. What an excellent value for our members!

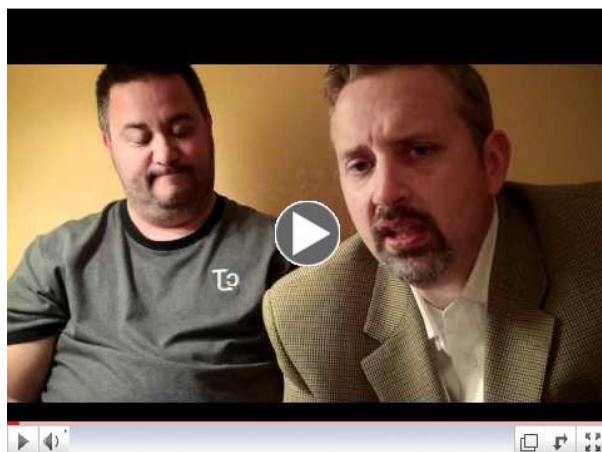
TAHRA will take a break from newsletters and program meetings in June and July and resume in August. Learning labs will continue through the summer. Make the most of your membership and sign up to attend an event today!

Some Thoughts from the President

by Bryan Wempen

May is off to a great start with the State HR Conference in Norman last week. It was great to see TAHRA so well represented at the State Conference with attendees, speakers and volunteers.

TAHRA, more than ever, is committed to bring our members the best educational content possible. This month marks a starting point for offering additional learning opportunities via live webinar. I had a chance to visit with our May webinar presenter William Tincup, CEO of Tincup & Co. and my "co-host" of DriveThru HR (daily internet radio show), at the state conference...check out our clip!



TAHRA May Newsletter 2011

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Join us on...

I would ask that everyone take a couple of minutes to provide us feedback via the online evaluation after the webinar. This is the primary feedback and guidance we receive on what you think of the programs. See you soon! Bryan ~



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May Program Meeting - Webinar

Wednesday, May 18 | 11:00am - 12:00pm |
Members - \$0, Guests - \$10 [Register today!](#)

If You Build It, Will They Come? How to Create User Adoption of HR Software Applications

presented by William Tincup, SPHR

Organizations spend considerable amounts of resources (time, labor, financial) on HR software implementations with the goal of improving performance and recordkeeping. However, many organizations are often left wondering whether or not the investment of those resources was a wise decision. When there is a gap between desired improvements and actual results, it is often because user adoption of the new software is shockingly poor. In this session attendees will learn how to maximize their investments by effectively managing the specific processes involved in a major software change implementation.



This webinar is a great opportunity to receive HR training without leaving your office. [Register online today!](#)

William Tincup, SPHR is the CEO of HR consultancy Tincup & Co (www.tincup.com). He is an experienced entrepreneur and senior executive who helps HR teams do great work. He describes himself as a specialist in "user adoption marketing, employee communications, internal branding, HR software marketing, branding strategy, message strategy and social media strategy." He is also one of the country's leading thinkers on social media application for human resources. William has been blogging about HR related issues since 2007. He is a contributing blogger for Fistful of Talent and has participated in several HR themed radio shows including TotalPicture Radio, HR Happy Hour, and The Recruiter House Party. He also participates in several annual HR conferences and forums annually.

May Learning Lab

Tulsa Technology Center Lemley Campus - Career Services Ctr
Thursday, May 26 | 2:00pm - 4:00pm |

Turnkey Wellness Solutions: Fact or Fiction Making Wellness Work for Your Company

presented by Maureen Phillips Longwith

Worksite Health & Wellness Programs are becoming increasingly popular in recent times as many employers struggle to contain healthcare costs. Today more than 81% of American businesses with fifty or more employees have some form of

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...



health promotion programs. If properly executed and supported, Wellness programs generate a return on investment, improve employee morale, attract new talent, increase productivity and decrease absenteeism. At this lab, Maureen Phillips-Longwith will share the Wellness business case, typical program components, and how companies can generate a Return on Investment.

All attendees will receive a copy of the book, *Culprit and The Cure* to jump start your company's Wellness Program. [Register now!](#)

Maureen Phillips-Longwith is the Health & Wellness Specialist for The NORDAM Group since 2007. She was hired as the subject matter expert to develop and implement a Wellness Program that is customized to the culture and work environment. Maureen holds a Master of Science in Kinesiology from University of Arkansas and is nationally certified in the areas of Health Promotion and Exercise Science. Maureen was formally named an Advisor to the Wellness Councils of America in 2009, and continues to serve in that capacity.

IMPORTANT: Registration Reminder

by Ann Ferguson, Registration Chair

Please **register for each TAHRA event** you plan on attending. If you are prepaid for events you will still need to register for events that you would like to attend. This will ensure we have enough seats available and make registration go quickly and more efficiently at our events. Thanks for your help.



Big thanks to [BenEx](#) for being a TAHRA Partner!



TAHRA Receives Distinguished Award



The Society for Human Resource Management has awarded TAHRA the EXCEL Silver Award for 2010.

The SHRM Affiliate Program for Excellence (SHAPE) has been designed to ensure a strong connection between SHRM and affiliated chapters from a business perspective. In addition to clearly outlining requirements to measure chapter

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alignment and engagement with SHRM's overall objectives, SHAPE's focus has shifted to activities and initiatives which are more strategic in nature. These efforts will allow each affiliated chapter to increase its viability and effectiveness, as well as promote the HR profession at the local level. Additionally, SHRM designed this program to enhance the business acumen of our local volunteer leaders! This new program raises the bar of excellence for our affiliates and introduces the EXCEL Awards - a tiered recognition and awards system.

"This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" noted Pamela J. Green, SPHR, Chief U.S. Membership Officer for SHRM.

TAHRA receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters.

Membership Update

by Chris Cable, VP Membership

It is hard to believe that summer is upon us and we are almost half way through 2011. Our current membership total has grown to 465. For our group to grow, we need everyone's help referring potential members that work in the H.R. profession. Please send any and all referrals to me at ccable@gdhconsulting.com. Our goal is to reach 600 members in 2011. We can do it!



We are excited about upcoming events in 2011 that include the TAHRA Golf Tournament, TAHRA Employment Law and Practices Seminar, Fall Networking Event, Monthly Meetings, Supervisor Training and Learning Labs. We had a great time at the Driller's game in April and encourage everyone to get involved in all of what TAHRA has to offer!

"Community Leader" Initiative to Support Goodwill Mock Interview Partnership

by Justice Waidner Smith, VP of Community Relations

This month, TAHRA is introducing a new initiative designed to invite businesses to share their talents with the wider community by taking a leadership role with the Goodwill Mock Interview partnership. The idea is that an organization adopts one month

[Denise Reid](#)
Chamber Liaison

[Julie Odom](#)
Chapter Management
Professional



SAVE THE DATE!
The TAHRA Annual Golf Tournament has been scheduled for Thursday, September 22, 2011. Registration is now open for players and sponsors. [Click here for more information.](#)



by taking responsibility for providing 4-6 mock interviewers for the workforce readiness program. In return, the business will be highlighted in the TAHRA newsletter as a Community Leader.

The first company to join the initiative is YWCA Tulsa - my home organization. A couple of weeks ago, five members of our management team served as mock interviewers and it proved to be an incredible experience for all involved. Our CEO, Felicia Collins Correia, felt it important to participate because she believes that it is extremely important for the applicants *"to have a real job interview experience to increase their chance for success."* Committed to giving back to the community and sharing her talents with others, Felicia was deeply moved by the experience, later reflecting, *"This is something everyone who has ever hired anyone needs to do. I got as much if not more out of the experience as I gave."*

Also deeply impacted was the YWCA's Director of Racial Justice, Mana Tahaie, she stated *"I felt that I was making an immediate, tangible impact on local community members who are struggling to find work in the face of the recession, and the positive response from the interviewees was very gratifying."*

Many thanks to the members of YWCA Tulsa management team for sharing their time and talents and kicking off this program! We are excited to have US Cellular taking leadership in May!

If you are interested in finding out more about this opportunity for your company, please email me at jwaidner@ywcatusa.org.

Tulsa's Got it Going On!

by Denise Reid, Chamber Liaison

Talent Dividend - goal is to increase college attainment rate in our metro area by one percentage point or 5,900 additional graduates.

Talent Dividend Network

- Tulsa is a member of a national network of cities that meets twice a year to discuss strategies and share best practices to meet this goal.

Talent Divided Prize

- Tulsa recently became a participant in the \$1 million dollar talent dividend prize competition. \$1 million will be awarded to the city that exhibits the greatest increase in post secondary degrees granted per one thousand population over a four-year period.

Talent Dividend Survey

- we have the results back from our survey of employers, education partners and nonprofits. If you would like a copy of the executive summary please let me know.



Tulsa's Young Professionals organization (TYPros) - builds relationships with local community, business and government leaders and gives a voice to Tulsa-area young professionals 21-40 from all professions.

College & Universities Crew

- planning this summer's intern series events. Crew leaders are working with small businesses to identify opportunities to assist with increasing the number of summer internships being offered in our region. Updating the "HIRE Education" guide and recruiting and identifying companies hosting interns.

Diversity Crew

- working on the next D2 event, Diversity and Dialogue. Crew leaders are also very interested in partnering on the next ROI Summit and providing additional outreach and services to companies in the area related to creating a diverse and inclusive work environment.

Training & Development - Talent Pipeline

WorkAdvance - Tulsa was recently selected to receive this program through a grant application with Madison Strategies

- Transportation Career Training Center (5-year program funded at approximately \$3 million)
- Projected opening is July 2011 with a staff of nine including program manager from Workforce1 in NYC
- 500+ area workers will receive training, development and supportive services through this program

College Access Career Readiness Coaches - pilot program in Tulsa Public Schools in partnership with Tulsa Metro Chamber and OU Community Engagement Center

- Coaches partner with Teachers As Advisor to engage 7th and 10th graders in career exploration including but not limited to guest speakers, special projects, interest inventories and more.

Workforce Tulsa - provides training and development for youths, adults and dislocated workers. A large portion of our clients have completed WorkKeys assessments. Executive director for Workforce Tulsa is Fred Schnook and he can be reached at (918) 595-8824 or fschnook@workforcetulsa.com.

Employer Services & Resources

- **Relocation Packets and Networking Assistance** - summer time is fast approaching which means you may see a larger number of relocating candidates. We have relocation packets available for anyone you have moving to the area. We will also offer assistance with getting trailing family members connected and networked in our community.
- **Tulsa Area Employer Council** - these are monthly meetings being held by the Oklahoma Employment Security Commission on HR related topics. Meetings are open to the public and there is no cost to attend.
- **Tulsa Mosaic/Minority Business Council** - will leverage Tulsa's diversity to create an inclusive community and improve the economic and social climate in Tulsa. These meetings are monthly and open to the public.

If you would like more information about any of the programs or services listed above please contact Denise Reid, director talent strategies & recruitment at the Tulsa Metro Chamber - denisereid@tulsachamber.com or (918) 560-0255.

Welcome to our Newest Members!

Terri	Cook	BTC Broadband
Pamela	Schlegel	
Natasha	Linger	Tulsa Spine & Specialty Hospital
Arnold	Crozier	Veterans Administration
Roya	Keyan	Human Resource Consulting
Lauren	Robertson	Student
Amanda	Sippy	Renaissance Management Group, Inc.
Melissa	Melton	Muncie Power Products, Inc.
Sandra	Sorber	TMK IPSCO (OK) Inc.
Debra	Stubblefield	Baker Hughes Inc.
Carl	Vincent	Corporate Realty Advisors, LLC
Bobbie	Phillips	WorkSource
Lori	Schieffer	Continental Concrete, LLC
Melissa	Brock	Union Public Schools



Member Photo Ops...



Great Turnout for New Member Orientation



Jeff Faust presents at New Member Orientation



Learning about Social Media and HR



Members taking it all in

Congratulations to Dori Lihou, Case & Associates, April Winner of Oklahoma State HR Conference Give Away from TAHRA!

Calendar of Events

May

5/18 - [May Program/Webinar](#) - *If You Build It, Will They Come? How to Create User Adoption of HR*

Software Applications, presented by William Tincup, SPHR | 11:00am -12:00pm|

5/26 - [May Learning Lab](#) - *Turnkey Wellness Solutions: Fact or Fiction - Making Wellness Work for Your Company*, presented by Maureen Phillips Longwith at Tulsa Tech - Lemley Campus | 2:00pm - 4:00pm|

Learning Lab Schedule for June and July will be posted on the TAHRA website, www.tahra.org, as it becomes available.

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

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