

AUGUST PROGRAM MEETING

You as Coach!

Rhett Laubach
YourNextSpeaker, LLC

Hilton Tulsa Southern Hills
7900 So Lewis
(across from ORU)

August 20, 2008

11:00-1:00

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TAHRA NEWS

August 2008



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



AUGUST MEETING

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.



You As Coach!

Coaches are motivators, performance strategists, and team-builders. During staff evaluation time, improvements and adjustments need to be made. Difficult conversations must happen. This interactive, high-energy program by Professional Speaker, Leadership Expert, Presentation Coach and Blogger Rhett Laubach, will inspire, motivate and educate you on how to make this potentially uncomfortable and normally stressful time more productive and even enjoyable using coaching strategies. The content includes employee-focused questions, body language strategies, and a host of other relevant content.

Rhett Laubach Promotional Bio

Rhett Laubach has changed the way thousands of people across the nation think about leadership. As a professional speaker, author, presentations coach, Personal Leadership Insight expert and owner of YourNextSpeaker, LLC, he has taught leadership skills for over 15 years, to more than half a million audience members and in 40 states, the Bahamas and Canada.

Rhett's clients include students, educators and business professionals in the agriculture, sales, human resource, banking, health, transportation and insurance industries. His programs are high-energy and high-impact.

Rhett's primary focus is the development of Personal Leadership Insight; our ability to

positively influence people and situations to create value and growth. This curriculum includes a vast array of assessments, program content and online resources. He authors two popular blogs: Personal Leadership Insight is his leadership blog at <http://pliblog.yournextspeaker.com> and Authenticity Rules is his presentation coaching blog at <http://www.authenticity-rules.com>.

Rhett lives in Edmond, Oklahoma and is a dedicated Christian, husband, father and community leader. As a seasoned veteran and an active member of the National Speakers Association, he guarantees to make you think, make you laugh and make you better!



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!

Sharee Wells, VP of Public Relations

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PRESIDENT'S LETTER

Julie Callahan, 2008 TAHRA President



"Treat Yourself to TAHRA"

August is here, which means school is back in session and TAHRA is too! I hope you are having a fun, carefree summer. However, it is time to gear up for the rest of the year as the Board has continued to plan and finalize the activities and programs for the remainder of 2008. Two events are scheduled this month. The program meeting will be held on August 20th and features Rhett Laubach speaking about "Next Level Coaching Strategies." The learning lab is scheduled for August 28th. The topic is "Strategic Management: The Theory and Its Organizational Applications," presented by Bill Webb.

Another big TAHRA event is just around the corner. The 11th Annual Golf Tournament is scheduled for Monday, September 15th and will be held at the Forest Ridge Golf Club. As you may know, proceeds from this event are used to fund programs and speakers, along with providing scholarship assistance to deserving students interested in the Human Resources profession. The golf tournament is also another opportunity for you to network with other TAHRA members.

I would also like to announce that for business reasons, Bonnie Gorrell has decided she cannot fulfill her obligation as President-Elect. The Board wishes to thank Bonnie for her commitment and service to TAHRA and certainly understands and supports her decision. The Board has approved Holly Fisher, Human Resources Manager at Cintas Corporation, to fulfill the President-Elect role for the remainder of 2008. Holly will continue in her current role as Vice President of Programs as well. The Board appreciates Holly for taking on the new role of President-Elect so she can serve as TAHRA's President for 2009.

I hope you "Treat Yourself to TAHRA" by getting back into the TAHRA groove and attending one of these great events. I look forward to seeing you at one of the remaining events in 2008.

Julie Callahan

Julie Callahan, PHR
2008 President



AUGUST LEARNING LAB

Patty Smith, VP of Education

August 28th ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus

Strategic Management: The Theory and Its Organizational Applications

Presented by Bill Webb, SPHR

This informative presentation will include a brief study of the primary components of Strategic Management and their impact on the achievement of organizational success.

Bill has over 35 years of experience having served in senior level positions in Human Resources and Manufacturing. Industry exposure includes Oil and Gas, Manufacturing, Technology, Hospitality, and Wholesale Distribution. He has a Masters in Organizational Management and is certified SPHR.

Bill is the Principal at SuPremeHR, LLC, a professional human resource and business consulting firm offering customized business and human resource solutions that maximize employee performance to meet an organization's constantly changing business needs. He recently co-published a book entitled *Rolling Out the Recognition* that is the cornerstone of the strategic retention and strategic recruiting programs designed to assist organizations in becoming more effective in these critical areas, especially when trying to understand generational differences.

Bill has been an active member of the Tulsa Area Human Resources Association since 1982 and served as President in 2000-2001. He is an active member of the Society of Human Resource Management (SHRM), and served as the State Director for the Oklahoma State Council for HR Management, in 2003, 2004 and 2005.

COMMUNITY RELATIONS COMMITTEE

Vickie Williams, Chair

TAHRA partners with Resonance, a program supporting self-sufficiency for women and families. This summer, our members assisted with Resonance's "Girl's Unlimited" events to provide programs for teen girls to experience & nurture new ideas about "Self" and the world. On Friday, June 13th Jennifer Shultz, TAHRA's VP of Diversity, Michelle Midgat, Nia Beard and Alesia Waldron from Dollar Thrifty, spoke to the girls about getting jobs and did a fun, educational skit about interviewing. We truly appreciate Jennifer and her staff for doing such a great job!

Additionally, La Deanna Anderson, VP of Housing Operations at Tulsa Housing Authority, spoke to the girls about "choices." Her story was inspiring, there were lots of questions and the girls expressed their reflections in Thank You cards.

The Mock interviews have been going well! We still need volunteers for August 15. If you are interested, please contact Vickie Williams at Vickie.Williams@tulsahousing.org.

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



COMING ATTRACTIONS

AUGUST

August Program...Next Level Coaching Strategies, Rhett Laubach

August Learning lab with Bill Webb (See information on page 4)

SEPTEMBER

TAHRA Golf Classic~September 15th...*Save The Date!*

Managers' & Supervisors' Workshop, Kirk Turner

OCTOBER

October Program...Faith In The Workplace, Erica Walker

NOVEMBER

Legal Seminar

WEBSITE

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

WELCOME NEW MEMBERS

Sharon Mitchell, VP Membership

Charity Piacentini	ONEOK	Jennifer Belford	AmSan, LLC
Jocelyn Lee	ONEOK	Jennifer Wynn	Dollar Thrifty Automotive Group, Inc.
Tammye Johnson	Centrilift, Baker Hughes	Sheila Garner	Staff One, Inc.
Dorea Walker	Youth Services of Tulsa	Amber Brasier	Premier Advisors
Lynn Somerville	Magellan Midstream Partners	Andrea Wilson	JD Young
Kate Scruggs	Alzheimer's Association	Stephen Dennis	Popham Law Firm
Beau Carney	Tulsa spine & Specialty Hospital	Yolanda Crooms	Big Brothers Big Sisters of Oklahoma
Alison Lasater	Saint Francis Hospital	Angela Hall	AeroCare Medical Transport



Five Weeks in Africa – Influenced my view of Diversity and Politics!

By Travis Jones – Career Development Services



My family and I were right on the verge of calling off our trip to Kenya this past spring. Our plan was to work in a hospital with our son and his family. Internal tribal wars had crippled the country of Kenya. Flights in and out of Kenya were being canceled. Warnings

were given for visitors not to come. The post election violence since the December 07 Presidential election had brought to the surface deep-seated ethnic suspicions, antipathy, jealousy and outright hatred which has exploded the image of Kenya as an nation of peace. Tourism, Kenya's second largest economic base of income is now at an all time low and is not soon predicted to recover.

The two parties represented in the election were strongly tied to tribal affiliation. The Kikuyu tribe, of which the current President is a member, was the brunt of many of the attacks. Over 1,200 people were killed and 350,000 people were displaced from their homes because of burnings and rioting. The opposition's party leader did nothing to stop the riots, since he and many from his tribal group felt like the elections had not been fairly represented.

Under-represented people – the result of an election where tribal groups felt like they were not given a voice—is crushing the nation of Kenya. A nation is really not “one people” as we wish, but diverse people living in a geographic unit. As happened in Kenya, when a tribal group replaces the political party as the instrument of political mobilization in the quest for power, it becomes the focus of rivalry, chauvinism, inevitable hostility, rioting and killing as we saw in the once peaceful country of Kenya.

The issue Kenya is dealing with is that yes, there are different tribes: Luo, Kamba, Kikuyu, Kilijin, Massai and others but they must become civilized with the ability to treat each other in a humane, considerate manner, always aware that their gifts of ethnicity are not to be enjoyed to the detriment of others' similar gifts. To do this, they must require a valid, sensible and clear rationale for that civilized behavior. The war torn country of Kenya is repositioning itself to have representation that is diverse so that the under-acknowledged people will have a voice.

Politics cannot be an ethnic dogfight unto the death that results in loss of life or housing for 1,000's as I witnessed in Kenya. It should be an opportunity to have a diverse well represented people who want to live together and maximize the advantages of their differences. Ethnicity should not be despised, nor wished away, but rather acknowledged openly as a means of better managing the society and the economies of scale.

Differences do not demand that the Luo, Kamba, Kikuyu, Kilijin and other tribes or ethnic groups cease to be who they are. Each brings unique gifts to society. Diversity must be looked upon as a strength for a nation and its people to move forward in the world in which we live today.

As for America – we are not just Democrats or Republicans first, but Americans that are diverse and powerful, because of our freedoms. Our diversity must become our strength so that our nation does not self destruct as I saw in the beautiful country of Kenya. Can we learn anything from our friends in Kenya? I believe we can. All people have value, learn to love the brotherhood, respect our god, honor the leaders of our land that have been selected by our people and let us grow in strength as the most wonderful and powerful nation in the world. I love America!

If you would like to see our Kenya journey, we documented our trip on a blog at www.travisandmarlene.blogspot.com.



TAHRA EXCELLENCE AWARD RENAMED

Bill Young, Leadership Development

At approximately this time last year, Rick Messer a long time TAHRA member, passed away after a short battle with cancer. Rick was known to many of us as a friend and colleague. However many of the newer TAHRA members did not have the opportunity to get to know Rick.

Rick was a founding member of what was then known as the Tulsa Personnel Association. Rick was one of our early presidents and went on to become Chairman of the State Council. After his activities at both the local and state level, Rick became a Board Member of SHRM, then known as the American Society of Personnel Administration (ASPA) and eventually served as its National Chairman. During his service on the ASPA Board, Rick was an advocate for the creation of a professional certification program. During his term as National Chairman, what was the forerunner of the Human Resources Certification Institute was born. After his term as National Chairman, Rick went on to become the first Chairman of HRCI.

Rick was not only a tireless advocate for the HR profession, he was an active community volunteer and served on numerous boards in a variety of capacities. For the past twenty years, Rick had his own consulting company and continued to be an active volunteer for SHRM as well as always being available for advice to, and mentoring of, new HR professionals. Rick's professionalism and integrity exemplify the best of the HR profession.

At the June TAHRA Board Retreat, the Board voted to honor Rick's long and exemplary service to the profession by renaming the TAHRA Excellence Award to the "Richard J. Messer Excellence in Human Resources Management Award." We hope by this gesture 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.

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Cross Cultural Communication— Part II

<http://www.beyondintractability.org/>

To pick up where we left off in our last Diversity Matters article (May), cross-cultural communication will be outlined and demonstrated by examples of ideas, attitudes, and behaviors involving the third and fourth of the four variables:

Time and Space

Fate and Personal Responsibility

Face and Face-Saving

Nonverbal Communication

Face and Face-Saving

Another important cultural variable relates to face and face-saving. Face is important across cultures, yet the dynamics of face and face-saving play out differently. Face is defined in many different ways in the cross-cultural communication literature. Novinger says it is “the value or standing a person has in the eyes of others...and that it relate[s] to pride or self-respect.”[5] Others have defined it as “the negotiated public image, mutually granted each other by participants in [communication].”[6] In this broader definition, face includes ideas of status, power, courtesy, insider and outsider relations, humor, and respect. In many cultures, maintaining face is of great importance, though ideas of how to do this vary.

The starting points of individualism and communitarianism are closely related to face. If I see myself as a self-determining individual, then face has to do with preserving my image with others and myself. I can and should exert control in situations to achieve this goal. I may do this by taking a competitive stance in negotiations or confronting someone who I perceive to have wronged me. I may be comfortable in a mediation where the other party and I meet face to face and frankly discuss our differences.

If I see my primary identification as a group member, then considerations about face involve my group. Direct confrontation or problem-solving with others may reflect poorly on my group, or disturb overall community harmony. I may prefer to avoid criticism of others, even when the disappointment I have concealed may come out in other, more damaging ways later. When there is conflict that cannot be avoided, I may prefer a third party who acts as a shuttle between me and the other people involved in the conflict. Since no direct confrontation takes place, face is preserved and potential damage to the relationships or networks of relationships is minimized.

Nonverbal Communication

Nonverbal communication is hugely important in any interaction with others; its importance is multiplied across cultures. This is because we tend to look for nonverbal cues when verbal messages are unclear or ambiguous, as they are more likely to be across cultures (especially when different languages are being used). Since nonverbal behavior arises from our cultural common sense — our ideas about what is appropriate, normal, and effective as communication in relationships — we use different systems of understanding gestures, posture, silence, spatial relations, emotional expression, touch, physical appearance, and other nonverbal cues. Cultures also attribute different degrees of importance to verbal and nonverbal behavior.

Low-context cultures like the United States and Canada tend to give relatively less emphasis to nonverbal communication. This does not mean that nonverbal communication does not happen, or that it is unimportant, but that people in these settings tend to place less importance on it than on the literal meanings of words themselves. In high-context settings such as Japan or Colombia, understanding the nonverbal components of communication is relatively more important to receiving the intended meaning of the communication as a whole.

Some elements of nonverbal communication are consistent across cultures. For example, research has shown that the emotions of enjoyment, anger, fear, sadness, disgust, and surprise are expressed in similar ways by people around the world.[7] Differences surface with respect to which emotions are acceptable to display in various cultural settings, and by whom. For instance, it may be more socially acceptable in some settings in the United States for women to show fear, but not anger, and for men to display anger, but not fear.[8] At the same time, interpretation of facial expressions across cultures is difficult. In China and Japan, for example, a facial expression that would be recognized around the world as conveying happiness may actually express anger or mask sadness, both of which are unacceptable to show overtly.[9]

These differences of interpretation may lead to conflict, or escalate existing conflict. Suppose a Japanese person is explaining her absence from negotiations due to a death in her family. She may do so with a smile, based on her cultural belief that it is not appropriate to inflict the pain of grief on others. For a Westerner who understands smiles to mean friendliness and happiness, this smile may seem incongruous and even cold, under the circumstances. Even though some facial expressions



DIVERSITY MATTERS, *Continued*

Jennifer Schultz Diversity Chair

may be similar across cultures, their interpretations remain culture-specific. It is important to understand something about cultural starting-points and values in order to interpret emotions expressed in cross-cultural interactions.

Another variable across cultures has to do with proxemics, or ways of relating to space. Crossing cultures, we encounter very different ideas about polite space for conversations and negotiations. North Americans tend to prefer a large amount of space, perhaps because they are surrounded by it in their homes and countryside. Europeans tend to stand more closely with each other when talking, and are accustomed to smaller personal spaces. In a comparison of North American and French children on a beach, a researcher noticed that the French children tended to stay in a relatively small space near their parents, while U.S. children ranged up and down a large area of the beach.[10]

The difficulty with space preferences is not that they exist, but the judgments that get attached to them. If someone is accustomed to standing or sitting very close when they are talking with another, they may see the other's attempt to create more space as evidence of coldness, condescension, or a lack of interest. Those who are accustomed to more personal space may view attempts to get closer as pushy, disrespectful, or aggressive. Neither is correct — they are simply different.[11]

Also related to space is the degree of comfort we feel moving furniture or other objects. It is said that a German executive working in the United States became so upset with visitors to his office moving the guest chair to suit themselves that he had it bolted to the floor.[12] Contrast this with U.S. and Canadian mediators and conflict-resolution trainers, whose first step in preparing for a meeting is not infrequently a complete rearrangement of the furniture.

Finally, line-waiting behavior and behavior in group settings like grocery stores or government offices is culturally-influenced. Novinger reports that the English and U.S. Americans are serious about standing in lines, in accordance with their beliefs in democracy and the principle of "first come, first served." [13] The French, on the other hand, have a practice of resquillage, or line jumping, that irritates many British and U.S. Americans. In another example, immigrants from Armenia report that it is difficult to adjust to a system of waiting in line, when their home context permitted one member of a family to save spots for several others.

These examples of differences related to nonverbal communication are only the tip of the iceberg. Careful observation,

ongoing study from a variety of sources, and cultivating relationships across cultures will all help develop the cultural fluency to work effectively with nonverbal communication differences.

Each of the variables discussed in this module — time and space, personal responsibility and fate, face and face-saving, and nonverbal communication — are much more complex than it is possible to convey. Each of them influences the course of communications, and can be responsible for conflict or the escalation of conflict when it leads to miscommunication or misinterpretation. A culturally-fluent approach to conflict means working over time to understand these and other ways communication varies across cultures, and applying these understandings in order to enhance relationships across differences.



"Save the Date"
for the
Annual TAHRA Golf
Tournament & Fundraiser
September 15, 2008



If you are interested in sponsorship or volunteer opportunities, please contact Laurie Petersen at lpetersen@ramenergy.com or 632-0648.



The past couple of months I have been working with employers and job seekers to inform and educate them on the process and value of the WorkKeys Career Readiness Certificate; and KeyTrain, which is the assessment and tutorial used to prepare job seekers for the WorkKeys exam.

I would like to share this information with all my TAHRA team. If anyone would like additional information on the assessment/exam, please contact me.

WorkKeys and KeyTrain

Workforce Oklahoma-Workforce Readiness Initiative

Part of our mission as an employment & training center is to assist customers in their preparation for successful entry into the workforce. We provide testing to determine individual skill and knowledge levels, training to achieve the desired skill/knowledge levels, and final testing to obtain certification verifying the attainment of the desired levels. Every customer of Workforce Oklahoma who would like staff assisted services through our agency is encouraged and required to complete the KeyTrain® assessment to determine his or her skill level. The scores will be compared to the required level for the occupation chosen to determine job readiness or need for additional remedial training. I have given a brief overview of both KeyTrain® and WorkKeys® below.

KeyTrain®

KeyTrain® is an easy-to use system for improving the basic skills measured by the WorkKeys® Employment System. Using KeyTrain®, you can assess your potential WorkKeys® score, review topics in each WorkKeys® skill area, and practice problems similar to those on an actual WorkKeys® assessment. Once testing has determined your current skill level, KeyTrain® engages you with online learning modules that develop the skills you will need for entry into a chosen occupation. This online instruction aligns with the WorkKeys® test, so that you can be confident that your skills match your chosen occupation.

KeyTrain® is being used by One-Stops, Workforce Investment Act (WIA) programs, secondary schools, businesses, WorkKeys® service centers, ACT [Testing] Centers™, school-to-work consortiums and individuals.

KeyTrain® is a comprehensive training curriculum that:

- ~ Is designed specifically for the WorkKeys® job skills
- ~ Has more than 10,000 pages of self-paced interactive materials covering all of the WorkKeys® skills
- ~ Offers additional Beginning Skills curriculum that covers Pre-WorkKeys® Skills

KeyTrain® is the first computer-based training available which was specifically designed for WorkKeys®. KeyTrain® is also the first curriculum to be accepted as a Level 1 preferred curriculum provider for WorkKeys®. This means that the KeyTrain® system has been reviewed by ACT, which has determined that KeyTrain® meets ACT's standards for WorkKeys® training curriculum.

WorkKeys®

The WorkKeys® Employment System is a job skills assessment system for measuring, communicating, and improving the common skills required for success in the workplace. It allows these skills to be quantitatively assessed in both individual persons and in actual jobs. Therefore, WorkKeys® can allow you to correctly identify individuals who have the basic skills required to be successful in a given position or career.

WorkKeys® allows job-seekers to demonstrate their workplace skills in areas of:

- ~ Math
- ~ Reading for Information
- ~ Locating Information

Through the use of nationally recognized WorkKeys® testing and KeyTrain® training, you can show a potential employer that you meet the profiled requirements of a position. In today's job market, employees with work-ready skills and good work ethic are considered valuable assets to any employer.



Five Ways Leaders Destroy Companies

Kevin Kennemer, SPHR

As Seen in: Inside Small Business | June 19th, 2008

Success is a team sport. It takes the entire team, from entry level employees all the way up the ladder to the executive suite, to run the company engine on all cylinders.

The environmental factors leading to a company's failure, on the other hand, typically flows down from the top. It is unfortunate the number of senior executives ready, willing and able to quickly assign the blame of failure squarely on employees. However, the entire workforce doesn't show up to work and uniformly decide to screw up the company. The common scenario is that leadership begins to make decisions that begin to negatively alter the course of the organization, ultimately leading to its demise.

What are leadership actions that are potential signals the company is headed for trouble? Here are some clues your company could be headed for rough waters.

#1 - Me, Me, Me: When leadership decisions are guided by "what's in it for me?" This is a sign leaders are less interested in the long-term viability of a company and more interested in their own personal short-term gain. If this is happening it's like working at Titanic Inc. A good indication this is happening is when company decisions are made based on how it will affect executive compensation and their incentive payouts.

#2 - Communicate is a Four Syllable Word: When the leadership starts to communicate with employees on a "need to know" basis, start running for the exits. When employees read important company news in the newspaper rather than the company newsletter, develop an exit strategy. A lack of communication typically indicates leaders are hiding bad news, making decisions without sufficient input, or possibly courting a new buyer for the company, unaware of the financial benefits of teamwork, making a play on a new company with excessive staff levels, or simply do not like people and avoid employees at all cost.

#3 - Executive Bullies at Work Here: One time I was told by the president it was my fault there was bad Karma in the company. Funny thing I was not the one yelling, screaming and cursing at employees on a daily basis. Employees were being physically and mentally destroyed by this executive bully and I wanted to put a stop to it. As a result, I became the bad guy for

trying to curtail an out-of-control executive's behavior. Now I was considered disloyal to the company. My career was put on ice by a new supervisor where frustrating my every move was his daily goal.

#4 - Lack of Vision: When senior leadership does not make time to adequately explain the vision and mission of a company, employees will lose interest in the company and not engage in the important work of the company. Sometimes executives are afraid they will share their valuable secrets if they talk to employees about their mission, vision and values. Some executives think employees should just know this stuff without the president taking time to explain it. "If you are so smart, why do I have to explain this human resource crap to you," is the general feeling. People perish due to a lack of vision, states the scriptures. Companies file Chapter 11 due to lack of vision.

And #5 - Who is the President? Besides the need to trust and respect their leaders, employees need to know who is running the company. I once worked at a company where the president was rarely seen walking around in the office. We would go months and months before seeing him. There is a comfort feeling knowing you have an active, engaged president who cares for employees at the helm of the ship. If the president is rarely seen and seldom walks around to visit with employees - except for maybe the Christmas Party - this could be quite unsettling to the workforce. This same president loved to meet with local charities and press gatherings but avoided his own employees. It's like a football coach going absent from practice and the sidelines during games and only appearing in front of the team when it is time for the news conference. If you have leaders who hide in their executive caves, the next thing missing might be your paycheck.

Kevin Kennemer is president of The People Group a consulting firm committed to enhancing employee lives, increasing business performance and improving society through positive people practices. With twenty years of people practice experience, Kennemer was formerly the chief human resource officer of an international energy company that rose from obscurity to #5 on Forbes list of largest privately held companies. Kennemer is a certified Senior Professional in Human Resources.



PRESIDENT SIGNS EXECUTIVE ORDER REQUIRING ALL FEDERAL CONTRACTORS TO USE E-VERIFY

President Bush recently signed an Executive Order requiring all federal government contractors to use E-Verify to confirm the employment authorization of new hires and persons assigned to perform work on future federal contracts. E-Verify is the Internet-based system operated by the Department of Homeland Security (DHS) in partnership with the Social Security Administration to electronically verify employment eligibility of newly hired employees.

The June 6 order amends Executive Order 12989 (1996). According to the amended Executive Order, “contractors that employ illegal aliens cannot rely on the continuing availability and service of those illegal workers, and will inevitably have a less stable and less dependable workforce.”

The language of the amended Executive Order requires all federal agencies and departments that enter into contracts to require, as a condition of each contract, that the contractor agree to use an electronic employment eligibility verification system (E-Verify).

This requirement applies to: (1) all persons hired during the contract term by the contractor to perform employment duties within the United States; and (2) all persons assigned by the contractor to perform work within the United States on the federal contract.

The original Executive Order provided for debarment of federal contractors in the event a contractor violated the Immigration and Nationality Act's employment verification provisions.

The regulations implementing the amended Executive Order will be updated and will presumably make the debarment penalty applicable to federal contractors that fail to use E-Verify. It is unknown whether subcontractors will also be required to use E-Verify, but it is likely that such a requirement will be specified in the forthcoming regulations.

While many have expressed concerns with the accuracy of E-Verify, Michael Chertoff, Secretary of Homeland Security, claims that the system is a “tremendous success,” with approximately 1,000 new employers signing up to use the program each week.

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

TAHRA'S FUNDRAISING GETS ORGANIZED!

Sharee Wells, VP of Public Relations

Once upon a time, each TAHRA committee had to sell advertising and sponsorships for publications, website, programs, scholarships, prizes, and events. Because of this, advertisers and sponsors were often as confused as committee volunteers about who bought or sold what and where it would be seen. This year, the Board is streamlining the fundraising efforts of the organization. As a major part of TAHRA's Public Relations Committee, Bryan Wempen (ReliantLive) is serving as Chair of Fundraising. Bryan is developing an overall marketing strategy. It will include advertising goals and packages for the newsletter and the website, as well as options for the other committees. Nekesha Penny (student) is managing liaison

activities for committees to establish a master list and tracking system for past and future advertisers and sponsors. Currently, she'll be working with the golf Committee; later she'll work on events like the Managers & Supervisors workshop, the Law Seminar, etc. TAHRA is honored to have these two volunteers leading the charge to assure that we coordinate all of our fundraising activities to maximize Return on Investment for both TAHRA and our advertisers and sponsors!



MEMBER PHOTO OPS...



30 New TAHRA Members!



New members gather for orientation.



New Members Meet.

New Member Orientation

May Program Pics



Prosperity Project sponsors the meeting.



Holly, Amber and Shari draw for prizes.



Asking about using humor in presentations.

