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November 2011

Issue 9



Chapter 0175

Dear Bryan,

TAHRA is beginning to wind down for 2011 and renewals for 2012 are underway. To renew for 2012 all you need to do is log in to your TAHRA account, click the Membership tab and then Membership Renewal on the left of the homepage. We hope that you found value in your membership and will consider renewing. We want to thank all of our members and volunteers for making this an extremely successful year!

Some Thoughts from the President

by Bryan Wempen



We are quickly closing in on another year of being part of the greatest profession as Human Resource Professionals. 2011 has definitely not been any less challenging nor any less fulfilling. Our 2012 Board of Directors voting process is currently open and in progress for a few more days, please know that every "vote" does count so please participate.

I am excited about how the future horizon is shaping up for TAHRA. Many of our new members, along with our long-time active members, have selflessly volunteered their time, experience and insight into making TAHRA better than ever in 2011, for this I would like to thank you all. This commitment has provided us the resources to be one of the TOP chapters in the country. To continue this trend, I would encourage everyone to pick just "one" thing in 2012 to get more involved in. I'm definitely aware and understand that we are all managing the demands of our professional and personal lives, so the more of us that pick up that "one" thing, the more spread out the load will be and the more we'll be able to accomplish together. I have not been let down yet, so thank you in advance.

My optimism is going to really show through now; I'm predicting that 2012 will be an amazing year for both TAHRA members and the HR profession in general. During my travel in 2011, I've been able to visit almost all parts of the United States. What I've experienced is that Oklahoma has a good head-start! The reason being is that we are grounded by our overall

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philosophy that "people and business need to balance and work together in order for us to improve and become successful".

November Program Meeting & Diversity Expo-

Approved for 1 hour General HRCI Credit

Wednesday, November 16

Diversity Resource Expo 10:30am-11:30am, 1:00pm-1:30pm

Lunch served 11:00am - 11:30am

Program Meeting 11:30 am - 1:00pm

Members - \$20, Guests - \$30

Register today!



Homie-Sapiens: What Brain Science Tells Us About Why We Hang Out with Our Homies, Love Our Comfort Zones and Like to Be Close Minded

Presented by Steve L. Robbins Ph.D.

Ever wonder why we navigate ourselves to people who agree with us, tend to dislike change, and don't listen well to different perspectives? If the answer is yes, you will want to come watch Dr. Robbins as he humorously treks through the world of cognitive science to answer these questions and others. You will walk away with a better understanding of why the work of diversity and inclusion is fundamentally about understanding human behavior in a world full of human differences, and why the first step might just begin with a better understanding of how the brain operates in various environments.

TAHRA member, Barbara Ware, shares her experience with Dr. Robbins... ***"This program is NOT your typical Diversity message! Dr. Robbins' approach is so much more effective than any traditional social justice approach to diversity. The concept of shifting diversity from being the goal, to becoming the "means" to innovation and inclusion is so much more comprehensive. Everyone will walk away with a fresh perspective on human behavior."***

Dr. Robbins' unique concept of "Unintentional Intolerance" has captured wide acclaim from numerous audiences and organizations across the United States. An approach that does NOT blame or point fingers, it challenges individuals and organizations to be more open-minded, mindful and intentional about inclusion and valuing people for their unique gifts, abilities and experiences.

Sponsored by:

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...



TAHRA 2011 Board & Committee Chairs

[Bryan Wempen](#)
President

[Chris Wright, PhD](#)
President Elect



December Learning Lab

Thursday, December 1 | 1:00 pm - 5:00 pm | **and**

Friday, December 2 | 8:00 am - 5:00 pm |

Dollar Thrifty Automotive Group - West Tower Train Station Conf Room

Mental Health First Aid

Presented by Jessica Heavin, MS, LPC, NCC

In December, TAHRA is offering a 12-hour HRCI preapproved course about Mental Health First Aid. This Lab will be limited to the first 25 registered attendees and the rate is \$100 for TAHRA members. This is a great opportunity for TAHRA members to attend this course at a reduced rate and gain valuable HRCI credits while gaining an increased awareness of Mental Health First Aid.



[Click to register](#)

Mental illness contributes to absenteeism, lost productivity, poor morale, poor work relationships and an increase in medical expenses, resulting in millions of dollars of losses for employers every year. Human Resources professionals are often thrown into the task of addressing these issues, either directly by dealing with employees or indirectly by addressing policy changes. Join us for Mental Health First Aid, a 12-hour training designed to give HR professionals the basic skills to help someone who is developing a mental health problem or experiencing a mental health crisis. Trainees are taught how to apply a five step strategy that includes assessing risk, respectfully listening to and supporting the individual and assisting the person in finding appropriate professional help. Participants are introduced to risk factors and warning signs for depression, anxiety, psychosis, substance use disorders and eating disorders. This course serves to both improve recognition of mental illness by those in the general public and to reduce the stigma surrounding mental illness.

Jessica Heavin is the Coordinator of Counseling Services at Rogers State University where she provides mental health counseling for currently enrolled students as well as oversees counseling related prevention and education programs for students, faculty and staff. Jessica has extensive experience working with clients in a variety of settings such as residential treatment, public school systems and higher education where she has served as a direct care provider, counselor and trainer. She conducts training in the areas of Mental Health First Aid, QPR, stress management, substance abuse and other mental health related topics. Jessica holds a Master's degree in Clinical Psychology from Missouri State University and is a Licensed Professional Counselor, Approved LPC Supervisor and National Certified Counselor.

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**TAHRA would like to thank
the people group for for being a TAHRA Partner!**



Don't miss our **Diversity Expo**

Nov 16, 2011 from 11:30-1:30pm

Seats are Limited...Register Today!

(Register by 11/11/11. No walk-ins accepted at this event)



Membership Update

by Chris Cable, VP Membership

It is hard to believe that 2011 is almost over and it is membership renewal time for 2012!! Our current membership base has grown to 559 members in 2011, which is an increase from 529 members in 2010. It is critical that our entire membership base renews to ensure that we are positioned for an even better 2012. TAHRA continues to deliver strong value and opportunity to help grow H.R. professionals.

With a strong slate of board members set for 2012 you won't want to miss out on TAHRA next year...renew today!



In October, TAHRA's Workforce Readiness Committee hosted its first Career Fair. Over 20 employers were present to recruit prospective employees from diverse backgrounds. We would like to thank all of the sponsors and participants for making this event a success.

Tulsa Housing Authority	Part-Time Pros
US Cellular	Premier Staffing
Great Plains Coca-Cola	FMS Inc.
Norris	WorkSource
Saint Francis Hospital	DIRECTV
City of Tulsa	SERVAgrouop
Kelly Services Inc.	Goodwill Industries of Tulsa
Phoenix Residential Services	Magellan Midstream Partners
United Stationers Supply	Unit Corporation
Team Oil Tools	Tulsa County
Pinpoint Personnel	Northeastern State University



2012 Oklahoma HR State Conference

April 25 - 27, 2012

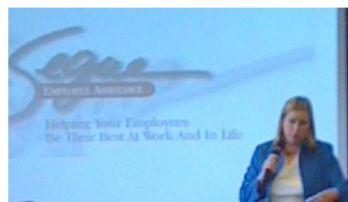
Renaissance Hotel and Convention Center, Tulsa



If you are interested in being a sponsor, please contact Mike Shaw, michaeldshawms@yahoo.com.

If you are interested in being an exhibitor, please contact Debbie Whisman, Debbie.Whisman@adecon.com.

You can also visit www.okhrconference.com for more information and to register!



October Sponsor - Segue



Teri Aulph presents at October Program - Leading From the Inside Out



Mike Snodgrass, Goodwill
Michelle Lehman



Kirk Turner shares legal updates with members

and representatives of
DIRECTV at Career Fair
Staffing busy
recruiting

Join TAHRA in Welcoming Our Newest Members!

Kendra Deaton	Osage Casino	Debra Lisle	Eton Home Care, Inc
Tausha Cook	Bios Corporation	Kendall Carpenter	MacroSolve, Inc.
Cindy Ledbetter	Bios Corporation	Erin Guimaraes	Consultant
Karla Montgomery	Bios Corporation	Cameron Brown	Student
Kendyll Miller	Bios Corporation	Andrea Bain	Student
Renee White	Reasor's	Katie Dawson	Webco Industries
Gail Sargent	Bracewell & Giuliani LLP	Kelly Zibell	Student
Angela Paulsen	Newfield Exploration Mid-Continent, Inc	Majick RavenHawk	ENGAGE LIFE EAP BEHAVIORAL HEALTH & WELLNESS

Calendar of Events

November

11/16 - November Program Meeting & Diversity Expo - [Homie-Sapiens](#): What Brain Science Tells Us About Why We Hang Out with Our Homies, Love Our Comfort Zones and Like to Be Close Minded

December

12/1 & 12/2 - December Extended Learning Lab - [Mental Health First Aid](#) - 12 Hour Course

12/14 - December Program Meeting - [Leaders in Gear](#)

Tulsa Area Human Resources Association

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