

May 2012

Issue 15



Dear Bryan,

Please join us this month as we provide important legal updates for HR professionals and Supervisors and Managers. We will also be hosting a New Member Orientation. If you are new to TAHRA we hope that you will make plans to attend. Read on for more information about what is going on with TAHRA!



President's Message

by Chris Wright, Ph.D.

Recap of the 2012 OK State Conference "The Art of HR"

Wow! I hope everyone had an opportunity to attend the 2012 OKHR State Conference. This was definitely the best Oklahoma state conference I have ever attended. The keynote speakers were terrific, the sessions were very educational and the opportunity to meet vendors that support HR in Oklahoma was outstanding. The record attendance for this year's conference is evidence that Laura Moxley and the OKHR Council leadership are doing a wonderful job. We also need to give major kudos to Christy Ptak the state conference committee chair and to all of the state conference committee volunteers, many of whom are TAHRA members. It was great to see so many TAHRA members volunteer to get involved in the state conference and it was definitely TAHRA's opportunity to shine. As a primary sponsor for the OKHR conference, TAHRA's support for the state conference was evident throughout the conference. I am proud to be a part of such a wonderful group of HR professionals and I can't wait for the state conference next year in Norman. See you all at the next program meeting!

May Program Meeting

Wednesday, May 16 | 11:15am - 1:00pm
DoubleTree Hotel at Warren Place
Members - \$20, Guests - \$30

[Register today!](#)

Legal Compliance for the HR Professional

*Presented by W. Kirk Turner
Newton, O'Connor, Turner & Ketchum*

Kirk Turner, a regional leader in labor law and employment practices training and one of TAHRA's favorite speakers each year, will present an update on recent developments in state and federal labor and employment law. Kirk will address key court and regulatory decisions that

Chapter 0175

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impact the workplace and will highlight steps that can and should be taken by HR professionals to minimize the risk of liability and employment litigation. Kirk will highlight best (and worst) practices in the areas of harassment, discrimination and retaliation. This session will provide key insight into training managers, supervisors and employees on critical legal issues affecting the workplace.

There will be a 2 hour Supervisory Training presented by Kirk Turner immediately following the Program Meeting.

Manager and Supervisor Training

Wednesday, May 16 | 1:30pm - 3:30pm |

DoubleTree Hotel at Warren Place

Registration - \$60

[Register today!](#)

This interactive, fast-paced two-hour training session will be presented by W. Kirk Turner. Kirk has provided employment practices training to thousands of employees over the past 20 years of practice and is a highly sought-after trainer and presenter on important labor and employment law topics. This training not only will better educate your supervisors on the inherent risks and traps of managing employees, but also will provide evidence of your employer's commitment to a workplace free from discrimination and harassment.

The fee for the Manager and Supervisor Training is \$60 per person and registration is separate from the Program Meeting. Register 6 or more individuals from one company and receive the discounted rate of \$50 per registrant. To register more than 10 people from one company, please contact admin@tahra.org.

W. Kirk Turner is a shareholder with the Tulsa firm of Newton, O'Connor, Turner & Ketchum, P.C. He is a regional leader in employment and labor law whose experience as a trial attorney in representing management in litigation in all areas of labor and employment law allows him to provide preventive counsel and training to corporate clients. In addition, Kirk serves as a trainer and counselor in the practice areas of legal compliance, employment claim prevention, internal investigations, wrongful termination, civil rights, equal employment opportunity, wage and hour litigation, employee benefits, occupational safety and health, labor-management relations, union avoidance, immigration, unemployment, disability benefits and workers compensation. Kirk also has extensive experience in representing employers in discrimination, harassment and civil rights matters, and routinely represents management in proceedings before the National Labor Relations Board, the Equal Employment Opportunity Commission, State fair employment agencies and the Department of Labor.



A Summer Meeting

by Sally Allen, SPHR, VP of Programs

We are trying something new this year with our Program Meeting schedule. Instead of having a December meeting (which is such a busy time for HR professionals), we are going to have a Program Meeting in July this year. On July 18th,

TAHRA will bring in our SHRM District Representative, Sherry Johnson. Sherry will explore the main demographic and other drivers of the global competition for critical talent, the six components of an integrated talent management strategy, and some tactics for making this strategy a real priority at your organization. Another great thing about this meeting is that it has been approved for **strategic credit**.

Enjoy the break for the month of June. Hope to see all of you in July as we try something new with our schedule.

May Learning Lab

Thursday, May 24 | 2:00pm - 4:00pm |

Location: University of Phoenix

Members - \$15, Guests - \$25

ROI of Professional Development

develop and preserve quality continuing education program create opportunities peer networking and enhance our overall contribution to the human resources profession.

For information on becoming a TAHR

Partner

[click here.](#)

Meet our TAHR Partners...

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Employee Benefit Expert

TAHRA 2012

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Barbara Ware, CRF
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Heidi Hartman, SPH
VP Education

Donna Fletcher, PHI
CCP
Treasurer

Investing in Professional Development is sometimes considered a nonessential expense by senior management. Teri Aulph will demonstrate how participation in continued training are investments in the greatest assets of the organization, the employee. Using the ROI technique, Human Resource Professionals can calculate the percent of return to the organization, over a specific period of time as a result of professional training investment. Benefits include increased productivity, cost savings, and possibly a higher rate of income generation. The lessons learned in this session can be applied to personal and professional investments, as well as coaching clients and senior management on the valuable benefits staff will gain through continued training.



Register Now!

Teri Aulph is a graduate of the University of Oklahoma and the CEO of Teri Aulph Consulting, LLC. As a speaker, author and consultant grounded in proven success in leadership development & training, talent management, organizational development, change management and operational excellence. What sets Teri apart is the journey she traveled to 'Global Vice President in a Fortune 500 company' in less than three years and the lessons she has gleaned from her experiences. Teri shares this story in her keynote speech, *'Yanked Up'*. As a consultant, Teri provides cutting edge practices customized for her clients to meet their unique needs. Her primary role is to assist my clients in identifying challenges, developing an action plan and facilitating change to enhance success. Teri has held executive positions in Fortune 500 companies in the high tech and automotive industries. She is a keynote speaker on various leadership and business topics at global summits in Germany, France and the United States. Teri was, also, a featured speaker at Fortune Magazine.

TAHRA Receives Distinguished Award

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Silver EXCEL Award designation to the Tulsa Area Human Resources Association, Chapter Number 0175 for its scope of work in 2011.

The EXCEL Award is the recognition component of the SHRM Affiliate Program for Excellence (SHAPE). SHAPE measures include alignment with SHRM's overall objectives, strategic focus and initiatives as well as promoting the HR profession at the local level.

"This recognition demonstrates both the leadership and the successful partnership the chapter has 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, Vice President, U.S. Membership 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.



Diane Hewitt
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Lisa Johnson
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Vicki Hidde
College Relations Ch

Kerry Hope
Registration Chair

Belen Burkhalter, Ph
CRC
Workforce Readines
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Stanna Brazeel, SPH
SHRM Foundation C

Susan McGinnis, RH
Fundraising Chair

Denise Reid
Chamber Liaison

Julie Odom
Chapter Manageme
Professional



Career & Resource Fair

- When: October 25, 2012 • 10:00 – 4:00
- Where: Wyndham Tulsa Hotel • 10918 E 41st Street
- Cost: \$75 for active TAHRA Members
\$150 Non-Members

Includes exhibit booth with table & drapes, company name, on-site interview rooms, and lunch for two.

Register at www.tahra.org.

Deadline: October 19, 2012

Resource Partners



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Local Resources for HR Professionals & Business Owners

by Denise Reid, Chamber Liaison

We have several area partners that provide resources to HR and recruiting professionals. Below is a listing of meetings and resources you may find helpful related to workers' compensation, intern recruiting, intern events, research, adult learning centers, military recruiting and job posting resource. We have a community of workforce partners ready to serve you.

Tulsa Area Employer Council Meeting
May 8th, 2012 |8:30am-10:00am|



Doubletree-Downtown

The New Workers' Comp Act-Practical Advice for Practical People

Madalene Witterholt, Attorney with Crowe and Dunlevy Law Firm (employer)

Bill Sparks, Eaton and Sparks Law Firm (employee)

RSVP to: ronald.julian@oesc.state.ok.us or kennetha.ray@oesc.state.ok.us or call 918.796.1200.

TYPros Intern Series - great way to get your summer interns networked in Tulsa!

June 7th - Tulsa Big Wheel Relay Race - lot next Fassler Hall (NW corner of 5th & Elgin)

June 28th - Trolley Tour of Tulsa - Blue Dome District

July 19th - Tulsa Drillers Game - ONEOK Field

All events are free to attend but space is limited.

RSVP at www.typros.eventbrite.com

InternInTulsa.com - website for posting internship opportunities at no cost.

Tulsa City County Library

Employer Resources - research and information - <http://www.tulsalibrary.org/research/>

Adult Learning Center - <http://guides.tulsalibrary.org/AdultLearning>

Military Recruiting

Workforce Oklahoma Vet Reps listing -

http://www.ok.gov/oesc_web/Resources_For/Veterans/index.html

SHRM Resource Page & Military/Veteran Hiring Toolkit -

<http://www.shrm.org/hrdisciplines/staffingmanagement/articles/pages/military.aspx>

Workforce Oklahoma

OklahomaJobMatch.com - <http://oklahomajobmatch.com/>

Labor Market Information -

http://www.ok.gov/oesc_web/Services/Find_Labor_Market_Statistics/index.html

John Hope Franklin Symposium

How do we bridge societal divides?

May 30th - June 1st

Hyatt Regency - Tulsa

For more information or to register go to <http://www.jhfcenter.org/2012-registration>

If you have a specific need and do not know where to start let me know and I will work on getting you connected to the necessary resources.

Contact me via email at denisereid@tulsachamber.com or phone at (918) 560-0255.

Join TAHRA in Welcoming our Newest Members

Sara Smith Knightsbridge Resources LLC

Cathleen Carlos PeopleClues

Charles Secrest Key Personnel

Kristin Richmond The Addison Group

Paige Harris



Calling all New Members! The TAHRA membership committee would like to invite you to attend a New Member Orientation. It will take place immediately before the May Program Meeting. Please join us! We would love to meet you and welcome you personally to TAHRA.

Please note: You will need to register for the New Member Orientation and the Program Meeting separately. The new member orientation is free of charge to new members.



Conference Chair - Christy Ptak
 Programs Chair - Marsha Casebeer
 Exhibitor Co-Chair - Michelle Lehman
 Exhibitor Co-Chair - Denny Meredith-Orr
 Sponsor Chair - Travis Jones
 Facilities Chair - Larry Cheatham
 Survey Chair - Chris Wright
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 Technology Chair - Natasha Linger
 Activity Co-Chair - Sharon Goss
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 OKHR Connection - Michelle Pollock
 Marketing - Julie Callahan
 Public Relations - Allison Starke
 Social Media - Jessica Miller-Merrell
 Director, OKHR - Laura Moxley
 Director-Elect, OKHR - Jeff Owens
 Conference Treasurer - Charles Middleton
 Silent Auction - Robert Howard
 SHRM Field Services Director - Scott Ferrin



2012 Conference Committee



TAHRA would like to thank Claude Roberts of Bloomberg BNA for the recent donation of a HP LaserJet Printer.

Calendar of Events

May

16 - New Member Orientation

16 - May Program Meeting and Supervisor Training - Legal Compliance for the HR Professional presented by Kiri Turner

16 - Manager and Supervisor Training - Legal Compliance for the Supervisor and Manager presented by Kirk Tur

24 - May Learning Lab - ROI of Professional Development presented by Teri Aulph

June

28 - June Learning Lab

July

18 - July Program Meeting - Best Practices in Talent Management Strategies presented by Sherry Johnson, PHR

26 - July Learning Lab

*We do not have a TAHRA newsletter in June and July.
 We will keep you updated with TAHRA correspondence via email.
 Have a great summer!*

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

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