

December 2012

Issue :



Chapter 0

Dear Bryan,

Thank you TAHRA members!

As 2012 comes to a close, I just want to take this opportunity to thank the TAHRA Board and TAHRA members for helping make this such a great year. In addition to another record year for membership growth, we also had a year full of exciting program meetings and events. As you begin making plans for 2013, I want to encourage you to reach out to HR professionals in your company or your professional network who may not be TAHRA members and invite them to come to a monthly program meeting. There has never been a more exciting time to join TAHRA, as we continuously raise the bar each year in terms of our learning, professional development and networking opportunities. It has truly been a pleasure to serve as your President for 2012 and I'm excited to see what our new President, Brandon Brazeel and the TAHRA Board has planned for 2013. I hope each of you has a Merry Christmas and a Happy New Year! See you at the January program meeting!

Chris Wright
TAHRA President

January Program Meeting

Wednesday, January 16 | 11:15am - 1:00pm
Tulsa Country Club
Members - \$20, Guests - \$30



"No, I Don't Want More Money - I Want Time Off" and Other Generational Differences in Employee Retention *Presented by Kristine Sexter*

Employee communication, motivation and retention rank high amongst the key accountabilities and initiatives of savvy hiring professionals and business executives. Yet, many are challenged to effectively wield a tool that goes beyond a "one size fits all" approach in engaging top talent. At this program, Kristine Sexter expertly combines these high-priority human capital concepts: developing a successful and motivational culture, employee communication, and managing generational differences, into one compelling, content-rich educational session!

Unique and highly effective, thousands of past participants have rated this session as an "absolute must attend!" Designed for all levels of management, this program is best attended by CEO's, Presidents, Vice Presidents, Human Resource professionals, hiring managers and all mid-level, front line managers.

Register Now!

Kristine A. Sexter is an industrial and organizational consultant who has devoted over 19 years to

IN THIS IS

[Program M](#)

[Learning](#)

[TAHRA Av](#)

[Mentoring P](#)

[Metro TA](#)

[TAHRA Pa](#)



Join us



Facebo



Linked

TAHRA P:

TAHRA Part
regular supp
TAHRA and I
organization c
develop and
quality con

developing and retaining top talent, she is nationally renowned for serving clients in the healthcare, hospitality and manufacturing industries. While Kristine's programs are routinely deemed "phenomenally memorable", leaders, managers, educators, and success-oriented people continue to extol Ms. Sexter's incredible ability to provide measurably effective content and solutions for her clients and audiences.

Sponsored by:

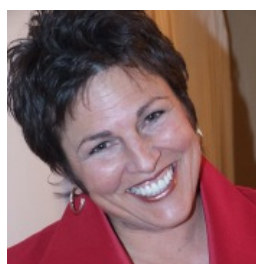


January Learning Lab

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

Location: OSU Tulsa

Members - \$15, Guests - \$25



Why People Do What They Do

Presented by Tracy L. Spears

The Q4 Group

Join us in January as Tracy Spears presents an interactive program identifying the different personality temperaments through the easy and memorable language of color. HR professionals are introduced to interactive styles which provide an understanding of individual needs,

strengths and motivators while learning communication skills that will enhance relationships with others. HR professionals are left with a new way of perceiving personality differences and "why people do what they do." HR professionals can use this training for managers and leaders to create a new awareness beneficial in team building and the placement of employees for greater productivity, as well as increased effectiveness in all communications.

Register Now!

Tracy L. Spears is a Regional Sales Vice President for Transworld Systems, a national company with 60,000 clients and over 600 sales agents. In her tenure with Transworld, she has also served as Director of Association Business Development, National Sales Trainer, Regional Sales Director, and was a top sales person. Tracy has advised, trained and consulted with thousands of sales representatives to improve individual performance and develop solid business relationships. In 2009, she founded The Q4 Group, which specializes in temperament training workshops and keynote speeches. These highly interactive workshops provide hands-on experience in understanding "Why People Do What They Do". Participants leave each session with practical strategies to communicate better both personally and professionally.

Annual HR Award Recipients Announced

by Sarah Phelps, VP Leadership Development

At the November Program Meeting several award recipients were recognized. Amanda Espino was chosen as the **Outstanding New Professional** and Travis Jones was named the **Richard J. Messer Excellence in Human Resources** recipient.



Amanda received her Bachelor's degree from Oral Roberts University with an emphasis in Human Resources in 2008, after being awarded the TAHRA Student Scholarship in 2006 and 2007 and serving as the ORU SHRM Student Chapter President. Amanda currently works at

create opportu
peer network
enhance our
contributor
human res
professi
For informa
becoming a
Partne
[click he](#)

Meet our -
Partne

Ben
Employee Bene



**choose
Tulsa**

sponsored by the Tulsa M

TAHRA
Board & Coi
Chair

Chris Wri
Preside

Brandon Braze
President

Bryan Wei
Past Pres

Sally Allen,
VP Progr

Jeff Faust,
VP Membe

Sarah Phelps, I
VP Leade
Developr

W. Kirk Turn
VP Legislativ



St. Francis Hospital as a Senior Human Resources Representative. She achieved her PHR certification in May 2012. Amanda has served TAHRA on the College Relations Committee since 2010. Amanda has chosen Pathways as the recipient of a \$300 donation.

Many of you might recognize this year's Richard J. Messer Excellence in Human Resources Award recipient from his work with TAHRA as Membership Chair, Programs Chair and Hospitality Chair. Travis Jones is the warm welcome you receive when you attend Programs. Travis has been a member of TAHRA for 15 years, has served on two state conferences planning committees, and served locally as the President of TEECOA (Tulsa Equal Employment Opportunity Coordinators Association). Travis is an equity partner of Career Partners International, and previously was president of Personnel Consultants, a professional staffing and placement company for 10 years. Travis is also the author of a book, "Don't Look Now Your Character is Showing" and executive producer of a movie.



Also recognized was the **2012 TAHRA Scholarship** recipient Amber Vanderburg, a student at Oral Roberts University.

Join TAHRA in congratulating the 2012 Award Recipients for outstanding contributions to HR!

Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University.

If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email

contactus@rcmaok.com.

You may visit the RCMA website at www.rcmaok.com.



This is a paid advertisement.



Earlier this year, TAHRA's College Relations Committee hosted its first student job shadowing event. The goal of the event was to allow students from local colleges and universities the opportunity to experience a day in the life of a Human Resources professional. Eighteen students registered to participate, and each was paired with a mentor from TAHRA. The students spent several hours onsite at their mentors' places of business observing office functions, interviewing HR staff members, and learning about the different facets of the Human Resources profession.

Overall, the first student job shadowing event was a success and received great reviews. Every student that responded to the survey we conducted post-event rated that they were very satisfied with the overall experience. Similarly, every one of the mentors that responded to the survey said they would participate in the program again next year. We would like to

Jim Mai
VP Public R

Barbara War
VP Diver

Heidi Hartmar
VP Educ

Donna Fletch
CCP
Treasu

Diane He
Golf Tourname

Justice Waidn
Community F
Chair

Lisa John
Website/Technc

Vicki Hi
College Relatic

Kerry H
Registrator

Belen Burkhal
CRC
Workforce Re
Chair

Michelle Le
Hospitality

Stanna Brazee
SHRM Founda

Susan McGini
Fundraising

Denise F
Chamber L

Julie Od
Chapter Man:
Professio

thank those who volunteered to mentor a student. The time and effort you invested into each of the students are greatly appreciated.

TAHRA's College Relations Committee will be hosting another student job shadowing event in 2013. We are currently recruiting HR professionals to participate in the event, which will take place the last week of February. If you or another representative from your company is interested in hosting a student, please contact Amanda Espino at aaespino@saintfrancis.com for more details. More information will also be available at the January luncheon.

Year End Wrap Up & Events

by Denise Reid, Chamber Liaison



It's been a wicked busy year in our region. There has been a lot of great work being done by workforce partners. We held our first Hiring Our Heroes event December 4th in partnership with the U.S. Chamber and several other local and national partners. Our community received \$3.8 million from DOL in grant funding for demand driven training programs. We have several groups working on veteran's initiatives and re-entry programs. We have also been very busy with site visits with companies exploring opening or expanding operations in Tulsa. We've also worked with several Workforce Tulsa, Oklahoma Employment Security Commission and Oklahoma Department of Commerce providing outreach and assistance to displaced workers. The list of good work being done goes on and on so I will stop there. I would simply ask that if you need assistance related to workforce, expansion, downsizing, diversity and inclusion, etc. please feel free to touch base. We will work on identifying partners and programs to assist you and your business.

Mosaic

Mosaic is a program of the Tulsa Metro Chamber. Its primary focus is to create awareness about the competitive advantage of having a diverse and inclusive business climate in our region. Mosaic seeks to leverage the region's diversity to improve perceptions of our community and grow the economy. Ultimately, Mosaic wishes to catapult the Tulsa region into the forefront of diversity and inclusion through talent recruitment initiatives and business retention and expansion efforts.

We've had a busy year of activity and work related to the chamber's diversity business program.

- 2013 Mosaic chair is Jim Langdon
- 2013 Meetings set
- Committees being formed now; Business Services, Membership and Communications

Visit www.MosaicTulsa.com for more information.

If you would like to get involved with this program please email me directly at denisereid@tulsachamber.com

HR Forum on Workers' Comp Reform

Dec. 12th - 8:30 - 10 a.m.

Tulsa Regional Chamber

Second Floor Conference Room

2 W. Second Street, Suite 150

Workers' compensation reform continues to be a priority for businesses in the region in need of a more cost effective system. Lowering workers' compensation rates, which reduces the cost of doing business in Oklahoma, is critical in the creation and retention of vital jobs.

Panelists include:

- Cheryl King, Workers Compensation Manager for Central States Orthopedic



- Jay Eshelman, Regional Executive Vice President for Arthur J. Gallagher & Co.
- Michael Clingman, Court Administrator for Oklahoma Worker's Compensation Court

This event is free to attend. To reserve your spot, contact Eric Pollard via e-mail at EricPollard@TulsaChamber.com or by phone at 918.560.0253.

Oklahoma Employment Security Commission

Tulsa Area Employer Council - http://www.ok.gov/oesc_web/Employer_Councils.html

The Oklahoma Employer Councils are a cooperative educational effort of the Oklahoma Employment Security Commission, Workforce Oklahoma partners and metro area human resource professionals.

Labor Market Information -

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

Access workforce/labor marketing information; projections, unemployment, workforce dynamics and more.

Job Fairs -

http://www.ok.gov/oesc_web/Services/Workforce_Services/Job_Opportunities/Job_Fairs.html

OESC will promote your hiring events through their statewide network.

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

Employers can connect to veterans through your local VET representatives.

If you have specific areas of interest that you need additional information or resources please contact me at denisereid@tulsachamber.com or (918) 560-0255.



Results are IN! Join TAHRA in welcoming our 2013 Board of Directors!

President	Brandon Brazeel, SPHR	Treasurer	Stanna Brazeel, SPHR
President Elect	Billie Fisher Callahan	At Large	Roger Holder, J.D.
Past President	Chris Wright, Ph.D.	At Large	Justice Waidner Smith
Programs	Michelle Lehman	At Large	Bryan Wempen
Membership	Diane Hewitt	College Relations	Vicki Hidde
Leadership Dev	Sarah Phelps, J.D., PHR	Registration	Kerry Hope
Legislative Affairs	Kirk Turner, J.D.	Workforce Readiness	Shane Norrid
Public Relations	Andrea Everage, MHR, PHR	Hospitality	Nancy Gunter
Diversity	Barbara Ware	SHRM Foundation	Donna Fletcher, PHR, CCP
Education	Heidi Hartman, SPHR	Chamber Liaison	Denise Reid

Renew Your TAHRA Membership!

Your 2012 membership expires on December 31, 2012, and it is time for the 2013 membership year. The entire renewal process is done on a quick and easy procedure.

If you have already renewed, thank you!

Visit the TAHRA website, www.tahra.org and log into your account. (Don't remember your password? You can "re



Once logged in, click the "renew my membership" link. You will be asked to review and update your profile and select a membership option and finally, payment information.

- If you wish to pay by credit card, click the "pay now" button.
- If you would like an invoice to pay by check, click the "pay later" button. You will then have the option to print or email the invoice.

As you are aware, TAHRA is a valuable asset to the HR professional. Don't miss out on this year's events, emails, credits, networking with friends and other HR professionals, and all that TAHRA has to offer. Ensure continuation of TAHRA benefits by renewing your membership today!

****Note - The renewal process is not complete until payment is received****

Calendar of Events

January

16 - Program Meeting - ["No, I Don't Want More Money - I Want Time Off" and Other Generational Differences In Employee Retention](#) presented by Kristine Sexter

24 - Learning Lab - [Why People Do What They Do](#) presented by Tracy L. Spears



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

[Forward email](#)



This email was sent to bryanw@peopleclues.com by admin@tahra.org | [Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).

TAHRA | P.O. Box 140958 | Broken Arrow | OK | 74014

