August 2013 Issue 26

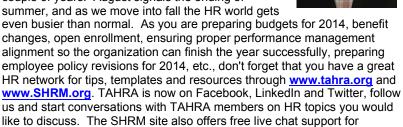


# **Letter From the President**

by Brandon Brazeel, SPHR

Hello

I hope everyone has enjoyed their summer. It always seems to go by so quickly, but at least we have had more rain and a little cooler weather than the last couple of years. August signals the ending of



Our program meeting in August will be a great way to kick off all of the end of your activities by looking at the four classic HR fundamentals of policy development, compensation, employee relations and talent acquisition. Teri Aulph will explore the new mission, mandate, skills, capabilities, roles and organizational structures critical for the HR function to flourish in an ever-changing environment. Registration is open now so please RSVP today!

members of SHRM to ask any type of HR question you may have.

Another year end activity for TAHRA is succession planning and ultimately the voting for next year's TAHRA Board. It is our members who make TAHRA one of the best SHRM chapters in the nation, so we need your continued dedication and support. If you are interested in learning more about how to get actively involved with TAHRA, please feel free to email Sarah Phelps, VP of Leadership Development at sphelps@samson.com.

Lastly, as you prepare your budgets for 2014, be sure to include the 2014 OKHR State Conference which will be held in Tulsa on May 6-9 at the Downtown Tulsa Convention Center. The theme is The Energy of HR and this new venue will allow the conference to be bigger and better than ever with more speakers, sessions, vendors and events. Please visit <a href="https://www.okhrconference.com">www.okhrconference.com</a> often to stay updated on exciting event.

I look forward to seeing each of you at the next TAHRA program meeting.

Sincerely, Brandon

# August Program Meeting Wednesday, August 21 |11:15am - 1:00pm| Tulsa Country Club



Chapter 0175

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**Learning Lab** 

**Golf Tournament** 

PHR/SPHR Review Course

**Metro TAHRA** 

SHRM Offer

TAHRA Partners

**TAHRA Board & Chairs** 



Join us on...



#### **TAHRA Partners**

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to Members - \$20, Guests - \$30

### Register now!



A Redesign of the Four Pillars of HR: Not the HR You Know Presented by Teri Aulph

Join TAHRA in August as Teri Aulph explores the new mission, mandate, skills, capabilities, roles, and organizational structures critical for the HR function to flourish in an ever- changing environment.

In addition, it will focus on the four classic HR fundamentals of policy development, compensation, employee relations and talent acquisition and how these key business trends are fundamentally reshaping HR. Learn how to navigate the new landscape successfully to help your organizations become more effective.

**Teri Aulph** entered the corporate world in the middle of her career. Within three years, she rose as an executive in Fortune 500 companies. Results. That is one of many things that set Teri apart.

Now, as an author, speaker, and Business consultant for Fortune 500 companies around the globe, Teri's unparalleled eye for strategy helps companies capitalize on their biggest asset: their people. That is her passion - finding those individual talents, restructuring their use, and taking a company from plateau to phenomenon.

No matter the industry or the company's status in the business world, Teri has a reputation in Talent Management and Business Solutions for removing barriers and breaking down borders. All accomplished with complete transparency throughout the entire process, from development to implementation to increased profitability.

August Learning Lab Location: University of Phoenix Thursday, August 29 |2:00pm - 4:00pm| Members - \$15, Guests - \$25

# HAIT

#### Register Today!

# Learning Lab HR Foundations Sessions

In order to address the HR needs of our non profit community, small business and persons with limited HR experience, our learning labs for August and September will be HR Foundation Sessions. We will be extending invitations to organizations and small businesses with little or no HR support to attend these labs.

After surveying a select cross section of TAHRA members and our non-profit community, two topics have emerged: Staff Development and Recognition and How to Have Difficult Conversations.

Our first session in August will be **Key Ways to Develop & Recognize Your Staff**. We will have a panel discussion with employers who will offer solutions on development and recognition

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 2013
Board & Committee Chairs

Brandon Brazeel, SPHR
President

Billie Fisher Callahan President Elect

Chris Wright, Ph.D. Past President

Michelle Lehman

on a shoestring budget, going through a merger, working within your culture, start-up and laying the foundation.

Please join us for this interactive session packed with great ideas that you can implement at your office immediately!

EEOC COMPLIANCE • DRUG-FREE WORKPLACE SKILLS BUILDER FORM 19 - GOING DIGITAL • HR DEVELOPMENT STRATEGIES HR DEVELOPMENT STRATEGIES • CRISIS PLANNING MANAGEMENT

RECERTIFICATION CREDIT HOURS AWARDED: 4.00

COMMISTO TULSAL • SEPT. 11

8:30 Am - 1:30 PM \$ COST: \$150

Registration starts at 8:20 am.

Limited seating available! • Lunch provided.

CLICK THIS AD to purchase your ticket.

This is a paid advertisement.

#### **Bartlesville Events**



Registration ends tomorrow!

Click here to register now!

The Tulsa Area Human Resources Association is proud to welcome members from the former Bartlesville Area Human Resources Association (BAHRA).

The first meeting of the combined Chapters will be this Wednesday, August 7 from 11:15 a.m. - 1:00 p.m. at the Tri County Technology Center at 6101 Southeast Nowata Rd in Bartlesville, where Kirk Turner, a Tulsa area employment lawyer and sought after speaker, will give a presentation on *"Harassment and Discrimination: The Ever-Expanding Universe"*.

Immediately following the program meeting, Kirk will conduct a two-hour training session for your managers and supervisors. He will provide education and training in the critical areas of harassment and discrimination prevention, wage and hour compliance, how to properly communicate expectations and document performance in the workplace and the importance of conducting clear and accurate performance evaluations.

This training will not only better educate your supervisors on the inherent risks and traps of managing employees, but also provide important

**VP Programs** 

Diane Hewitt VP Membership

Sarah Phelps, PHR, J.D. VP Leadership Development

W. Kirk Turner, J.D. VP Legislative Affairs

Andrea Everage, PHR, MHR VP Public Relations

> Barbara Ware, CRP VP Diversity

Heidi Hartman, SPHR, MHR VP Education

> Stanna Brazeel, SPHR Treasurer

Roger Holder. J.D. Fundraising Chair

Justice Waidner-Smith Community Relations Chair

Bryan Wempen Website/Technology Chair

Vicki Hidde College Relations Chair

> Kerry Hope Registration Chair

Shane Norrid Workforce Readiness Chair

> Nancy Gunter Hospitality Chair

Dixie Agostino, SPHR HRCI Chair

Donna Fletcher, PHR, CCP SHRM Foundation Chair

> Kari Dean, PHR Sponsorship Chair

Denise Reid Chamber Liaison

Julie Odom Chapter Management Professional evidence of your employer's commitment to a workplace free from discrimination, harassment and other unlawful conduct.

#### This event is scheduled for Tulsa in October!



The program has been approved for 1 recertification credit hour and training workshop has been approved for 2 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at www.hrci.org.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



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 <a href="www.rcmaok.com">www.rcmaok.com</a>.

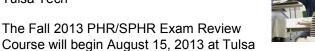
This is a paid advertisement.



# **Coming Spring 2014!**

The TAHRA Golf Committee has been busy planning for our golf tournament and the date has been moved to the Spring of 2014. More details will be available soon. Please contact Roger Holder at rholder@samson.com for sponsorship or player information.

PHR/SPHR Review Course Begins August 15th Tulsa Tech





Tech - Lemley Campus. This 14 week course is instructed by Bill Webb, SPHR and utilizes the SHRM Learning System. The SHRM Learning System uses printed workbooks and web-based study tools to teach you everything you need to know to prepare for your certification exam.

#### Why Should You Earn Your PHR/SPHR?

In order to remain competitive in the HR field, it's imperative to be certified. Earning a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification will highlight your commitment to the profession, ensure you remain current with industry standards, and establish you as a leader both within your field and organization.

#### Click here for enrollment brochure.

For more information on fees and enrollment please contact Teri Ruggiero at 918-828-5453.



Employer & HR Professional Resources

By Denise Reid, Chamber Liaison

TAHRA's Directory of Services has undergone a major overhaul in 2013. We have added several new categories, companies/organizations can select up to three for their listing and there is no cost associated with listings. Our goal in restructuring the former

vendor directory was to create a one-stop shop for HR professionals seeking tools or resources related to request that come across their desk. We currently have 84 businesses &/or organizations listed and we continue to promote and share the link with vendors, service providers, community organizations, consultants and programs that may be helpful to the human resources community.

#### **TAHRA Directory of Services**

Don't forget to list your company or organization! If you have any suggestions or recommendations for additions or updates to the directory please contact Denise Reid at denisereid@tulsachamber.com or call (918) 560-0255.

# Workforce Tulsa has launched a new website -

#### www.WorkforceTulsa.com

The new website provides wide range information for companies and job seekers.

- · Job seeker resources
  - College completion, internships, career guidance, veterans resources and youth programs
- · Employer resources
  - Job posting information, training & incentives, recruiting & retaining talent, layoffs & reduction in force, diversity & inclusion and assessments
- Events
  - Job seekers, employers and board
- In demand jobs great resource for companies experiencing layoffs or downsizing
  - Listing of companies with immediate openings in high demand areas

To learn more about Workforce Tulsa and the support they can offer your company or organization, please contact Shelley Cadamy Munoz at scadamymunoz@workforcetulsa.com

#### **Tulsa Area Employer Council**

Violence in the Workplace: Prevention & Survival Presented by Josh Turley and Kathy Neal August 13, 2013 8:30a.m. to 10:00a.m. Tulsa Country Club No cost to attend Email RSVP to Kenneth.ray@oesc.state.ok.us or debbie.harrell@oesc.state.ok.us

Mosaic - Chamber's diversity business council/program

August 20, 2013 8:00a.m to 9:00a.m. OkEq 621 East 4th Street Tulsa, OK 74101

For more information about this program contact Denise Reid via email denisereid@tulsachamber.com or call (918) 560-0255.

## Congratulations to Vicki Hidde -Tulsa Regional Chamber Women in Business Champion 2013!

Vicki Hidde is a long time TAHRA member, TAHRA College Relations Chair, registration volunteer and owner of ResumeSource in Tulsa. She received the award at The Tulsa Regional Chamber Small Business Awards dinner on May 7th.



Vicki Hidde with Wade Edmundson, Mike Neal and Barrett Waller (L to R) of Tulsa Metro Chamber



Refer a New SHRM Member in August and Receive a \$20 Amazon.com gift card for each of the first five new members recruited. (\$100 maximum reward per referrer.) Even if you bring in just one new member, you get a \$20 Amazon.com gift card.

Click here for details.

# **Welcome New Members!**

Nicole	McDaniel	Bailey Medical Center	Dwain	Boren	Boren Group
Tracey	Smith	Precision Fitting & Gauge Co	Durdana	Rafiq	GCC MidContinent Concrete
Sarah	Guardiola	MIRATECH Holdings LLC	Kathryn	Packell	Reliant
Sarah	Garrison	Learning Unlimited	Cynthia	Ulmer	Franklin Electric
Jesse	Hopkins	Radiator Depot	Tamara	Johnston	City of Broken Arrow
John	Holst	Lockton	JaCoby	Salisbury	Wagner Plate Works
Libby	Adjei		Michelle	Cox	Airgas
Amber	Gay	GDH Consulting	Theron	Tacker	Alorica
Liz	Brolick	Primary Services	Kim	Kaser	Robert Half International
Ryan	Neels	Xposure	Kristen	Craine	Horizon Well Logging, LLC
Robert	Babcock	ONEOK	Melanie	Ciupak	University Village Retirement
Leilani	Harpole	Oklahoma Central Credit Union	Eneida	Cano	Carpentree, Inc
Lillian	Sutton	Wright Career College	Jon	Laning	
Valorie	Ridenour		Deborah	Westin	Hertz-Dollar Thrifty Automotive
Holly	Engel	DynaFlo, LLC	Lucia	Howard	SPX Heat Transfer
Jan	Bailey	US Beef Corp dba Arbys	Jack	Hatzenbuehler	Exopak, LLC



# **August**

- 07 Bartlesville Program Meeting and Manager Training 
  <u>Harassment and Discrimination: The Ever Expanding Universe</u>
  presented by Kirk Turner
- 21 Program Meeting A Redesign of the Four Pillars of HR: Not the HR You Know presented by Teri Aulph
- 29 Learning Lab Key Ways to Develop & Recognize Employees

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

**Forward email** 





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