



# Newsletter

**Issue 51**

**January 2016**

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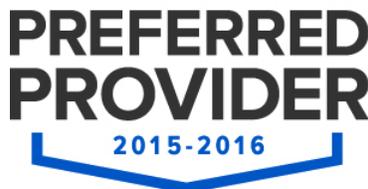
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**Dear Julie,**

Happy 2016 TAHRA members! Thank you so much for the opportunity to serve as President of the TAHRA Chapter for 2016, it is truly an honor. The TAHRA board will be meeting later this month for a strategy session to plan how we can best meet our member needs and enhance our chapter. Once we have finalized our strategic priorities for the year, we will update everyone in the next newsletter.



Congratulations and a big thank you to Michelle Lehman, our 2015 TAHRA President and all the work that the board did under her leadership to make 2015 such a success. The dedication of time and commitment of our volunteers is what makes TAHRA such a strong organization for our members. At this time of goal setting and resolutions, think about your involvement in TAHRA and please engage in the opportunities to volunteer for a committee, further your education and make new connections with other HR professionals...our members are what makes TAHRA such a great chapter.

Make sure you attend this month's program meeting so you can meet the 2016 Board. We have a great Program meeting with Matt Jones; "HR is a Marathon, How to Stay Motivated"; and our Learning Lab will be presented by Brad Church and Lacy Bowen; "Human Capital Analytics and Reporting: Telling Stories and Driving Discussions." 2016 is also the year the OKHR State conference is in Tulsa, and our ROI Summit will return in October.

Please welcome our 2016 Board members, a big thank you for all who volunteer on committees.

**President Elect** - Nancy Gunter, SPHR, SHRM-SCP  
**Past President** - Michelle Lehman  
**VP Programs** - Jeffery Beyer  
**VP Membership** - Kristi Spaethe, PHR, SHRM-CP  
**VP Leadership Development**- Brandon Brazeel, SPHR, SHRM-SCP  
**VP Legislative Affairs** - Rachel Crawford, JD



## TAHRA 2016 Board & Committee Chairs

Heidi Hartman, SPHR,  
SHRM-SCP  
**President**

Nancy Gunter, SPHR,  
SHRM-SCP  
**President Elect**

Michelle Lehman  
**Past President**

Jeffrey Beyer  
**VP Programs**

Kristi Spaethe, PHR,  
SHRM-CP  
**VP Membership**

Brandon Brazeel, SPHR,  
SHRM-SCP  
**VP Leadership  
Development**

Rachel Crawford, J.D.  
**VP Legislative Affairs**

Dixie Agostino, SPHR, CPC  
**VP Public Relations**

Justice Waidner Smith, MA  
**VP Diversity**

Charla Isbell, SPHR,  
SHRM-SCP  
**VP Education**

Donna Fletcher, PHR, CCP,  
SHRM-CP  
**Treasurer**

**VP Public Relations** - Dixie Agostino, SPHR, CPC

**VP Diversity** - Justice Waidner Smith, MA

**VP Education** - Charla Isbell, SPHR, SHRM-SCP

**Treasurer** - Donna Fletcher, PHR, CCP, SHRM-CP

**Fundraising Chair** - Jackie Evins, PHR, SHRM-CP

**Community Relations Chair** - Barbara Ware

**Website/Technology Chair** - Matthew Pockrus

**College Relations Chair** - Lewana Harris

**Registration Chair** - Kerry Hope

**Workforce Readiness Chair** - Jill Norman

**Certification Chair** - Christy Ptak, SPHR, SHRM-SCP

**Hospitality Chair** - Alyse McDaniel

**SHRM Foundation Chair** - Brad Helton

**Sponsorship Chair** - Kari Dean, PHR, SHRM-CP

**Chamber Liaison** - Denise Reid

**Chapter Professional** - Julie Odom

We are also open to suggestions and recommendations you have on how to make TAHRA more valuable to our members. Please feel free to contact our chapter professional, Julie Odom at: [admin@tahra.org](mailto:admin@tahra.org) and we will also be sending out a survey for feedback later this year. I am excited for what 2016 will bring and I am looking forward to seeing all of you at the January program meeting.

Kind regards,  
Heidi Hartman, SPHR, SHRM-SCP  
TAHRA President

**January Program Meeting**  
**Wednesday, January 20**  
**11:15am - 1:00pm**  
**Marriott Tulsa Southern Hills**



**HR is a Marathon:  
How to Stay Motivated**  
**Presented by Matt Jones**

Start the new year as a better leader! Join us in January as we present Matt Jones, cancer survivor, marathon runner and inspirational keynote speaker. "HR is a Marathon" will provide principles that leaders can use to empower, energize, and inspire themselves in order to do the same for those they lead. In a recent survey, 75% of respondents said their company is chronically short of leadership talent (War of Talent). At this program, HR professionals will gain growth and development related to becoming more effective in addressing people management challenges as well as influence the effectiveness of the organization and employees they serve. This will occur through the personal leadership lessons learned by Matt going from being a three time

Jackie Evins, PHR,  
SHRM-CP  
**Board Member at  
Large-Fundraising**

Barbara Ware  
**Board Member at  
Large-  
Community Relations**

Matthew Pockrus  
**Board Member at  
Large-  
Website/Technology**

Kerry Hope  
**Registration Chair**

Lewana Harris  
**College Relations Chair**

Jill Norman  
**Workforce Readiness  
Chair**

Christy Ptak, SPHR,  
SHRM-SCP  
**Certification Chair**

Alyse McDaniel  
**Hospitality Chair**

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**Sponsorship Chair**

Denise Reid  
**Chamber Liaison**

Julie Odom  
**Chapter Management  
Professional**

conqueror, to relearning how to walk, to running marathons around the world.

Matt is known for delivering presentations in an energetic style that moves audiences to achieve greater success. After hearing Matt speak, audiences members will walk away energized and with practical action steps they can apply immediately.

[Click here to register.](#)

*Sponsored by:*  
**HomeIQ Tulsa**



**January Learning Lab**  
**Thursday, January 28**  
**2:00pm - 4:00pm**  
**OSU Tulsa North Hall - Room 104**



**Human Capital Analytics &  
Reporting - Telling Stories and  
Driving Discussions**  
**Presented by Brad Church and Lacy Bowen**

Have you ever wanted to be able to tell the stories that the data on your spread sheet represents? In this session, you will learn about Williams' journey from sharing data to sharing information. Attendees will get a better understanding of how to get information into the hands of data-driven business leaders and influencers. Attendees will also hear about the potential pitfalls that can hinder communications and discuss the importance of driving analytical discussions using storytelling and visualization. During the workshop, the presenters will also engage participants in case study exercises, learning from others' insights and experiences.

[Register now.](#)

## Quick Links

[Our Website](#)  
[TAHRA Calendar](#)  
[SHRM Website](#)  
[HRCI Website](#)  
[OKHR Website](#)

:: 918-344-4622

## Human Resource Certifications

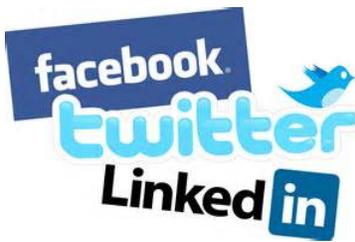
As of 2015, there are two methods of certification for HR Professionals:

- **Human Resource Certification Institute (HRCI)**

HRCI offers six certifications, including PHR and SPHR, that provide an opportunity for you, and HR



Check us out on:



professionals around the world, to demonstrate relevance, competence, experience, credibility and dedication to human resources to employers, clients, staff members and professional peers. For more information on PHR/SPHR requirements and testing please visit [hrci.org](http://hrci.org).

- **Society for Human Resource Management (SHRM)**

Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field-and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills. For more information on SHRM-CP/SHRM-SCP requirements and testing please visit [shrm.org/certification](http://shrm.org/certification).

TAHRA will continue to offer continuing education credits for both the SHRM and HRCI certifications. If you are interested in obtaining certification, we suggest that you thoroughly research each certification and their respective requirements. If you have any questions about certification, you may contact our Certification Chair, Christy Ptak at [christy.ptak@sagenet.com](mailto:christy.ptak@sagenet.com).

### Seeking Program Meeting Sponsors!



We average around 100-150 TAHRA members and HR professionals at each program meeting. The program meeting sponsorship includes:

- Display table in the registration area before, during and after the meeting. Banner, brochures and giveaways are acceptable.
- Three (3) minute organizational presentation.
- Company name and logo included in the e-newsletter the month announcing the program.
- Written company informational packets at each place setting.
- Door prizes are acceptable, but will be presented after collection of business cards, when the educational session is completed (at the end of the meeting).
- Food and beverage for two (2).
- The cost for the program sponsor is \$400.

For more information please contact our Sponsorship Chair, Kari Dean at 918-401-6156 or [kari.d.dean@ehi.com](mailto:kari.d.dean@ehi.com). Sponsor information is also available on our website. <http://www.tahra.org>

## The Feedback Barrier Most of Us Forget

by Dixie Agostino, VP of Public Relations



Feedback is defined as helpful information or criticism that is given to someone to say what can be done to improve a performance, product, etc. Since it is something that is given, it must be received as well to be of use. And while it can be too easy to point the finger and say "That employee doesn't listen", we know the root of the problem may be in how we as management communicate. Here are 4 reasons employees are tuned out:

1. **Lack of respect.** When the boss screams "Do as I say, not as I do", it just doesn't work. Actions speak louder than words. And if exceptions to the standards are made, then managers must clearly explain the thought process behind why this situation is different, so employees can understand their clear parameters of what is expected of them and why.
2. **Unspecific mumbo-jumbo.** "Just be more proactive/strategic/focused" does not tell the employee HOW to accomplish the goal. Helping them build the actions and a plan to complete those actions will get traction.
3. **Too much, too soon.** Continual feedback in multiple areas may feel like the "Whack-A-Mole" game, one the employee frustratingly can't win. Focusing on one specific change, then as managers see improvement, they can praise their employee and move to the next area. Get success first before moving to the next item.
4. **You're wrong.** Or at least you are in the employee's eyes. This is the time to actively understand the concerns and reasoning behind them, then explain the full picture of the change you want and why. And, of course, it may come down to a frank talk that refusing to the job as instructed is not an option that's likely to further their career.

## OKHR State Conference & Exposition

Sign up today for the 2016 Oklahoma Human Resources State Conference and Expo on April 26-28, 2016. OKHR2016 is the best opportunity to network with and learn from other HR professionals. Our 2016 conference theme is "Ignite Your HR Passion," and we have a fantastic lineup of



speakers and sessions designed to help you reach that goal. Whether you are a HR professional, a speaker, or an exhibitor, plan to join us in April for a great time of learning, networking, and fun!

[Click here to register!](#)

### Welcome to our newest members!

Shalynne Foster	ONEOK	Dan King	EHI
Cecile Jairamani	Advance Research Chemicals	Joshua Giguere	NORDAM
Catrina Rockholt	Tulsa Community College	Tammy Albright	NORDAM
Katrina Dougan	Parkway Corporation	LaTonya Pratt	Aerotek
Christina Crain	NORDAM	Denise Adams	Metro Christian Academy
Sherry Coleman	Universal Field Services		

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