



## Newsletter

Issue 59

November 2016

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Hello TAHRA friends!

There are two things I love about November - the Dia De Los Muertos (day of the dead) celebration and Thanksgiving. Dia De Los Muertos is the celebration of the lives of our loved ones who have passed on, a time to honor and remember them. Living Arts downtown has an event November 1 and it is a lot of fun - maybe I will see you there! In my family, we get to take the whole month of our birthday and have little celebrations all month long. Thanksgiving is like that too - it is 30 days to be intentional about what we are grateful for and make sure we share that with people we care about.



My list of gratitude is long, but near the top is the honor of serving as the 2016 TAHRA President, serving with a great board and getting to know more of our members. This year has been full, and gone by quickly so far. We will be getting the 2017 board slate to you soon to cast your vote.

This Thursday, November 3rd will be the Law Seminar at the Renaissance. I'm looking forward to a day of legal expertise that will help each of us navigate the waters and stay out of trouble. Our program meeting will be on November 16th and Wendy Calvin will help us ROCK our jobs to increase retention and productivity in our organizations. With Thanksgiving at the end of the month, our Learning Lab will be December 1st and will be part II of the community partnership HR Foundation Session. In October, we learned great things about compliance from a legal perspective for individuals in the HR role, and we have asked our non-profit and small businesses to provide input on the topic around HR that would benefit them most. We will send out details as soon as we get the results and line up that speaker. This will be our last TAHRA gathering for the year.

This past Friday, Nancy Gunter and I attended the OKHR State Council board meeting in Norman and I wanted to pass on some things to you. Right now, OKHR has 3 open volunteer positions. The Diversity and Inclusion chair, the SHRM Foundation chair, and the Web/Tech Chair, there is also a need for an Advocacy representative for Tulsa working with the Advocacy chair on the OKHR board. The OKHR board meets 4 times a year (2 Tulsa area / 2 OKC area). Please contact me if you have an expertise and or interest in any of these openings and would like to be considered.




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**TAHRA 2016**  
**Board & Committee**  
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Heidi Hartman, SPHR,  
SHRM-SCP  
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SHRM-SCP  
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Charla Isbell, SPHR,  
SHRM-SCP  
**VP Education**

Donna Fletcher, PHR, CCP,  
SHRM-CP

Don't hesitate to let us know any suggestions or recommendations you may have on how TAHRA can better serve our members.

Looking forward to seeing you all soon - Heidi

Heidi Hartman, SPHR, SHRM-SCP  
TAHRA President

**TAHRA Employment Law and**  
**Practices Seminar**  
**TODAY - NOVEMBER 1ST - LAST DAY TO**  
**REGISTER - SIGN UP NOW!**

**Thursday, November 3rd |7:30am - 4:30pm|**  
**Renaissance Tulsa Hotel and Convention Center**

This seminar is a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important human resources topics, including:

- FLSA Final Rule
- Complex employee leave cases
- Strategies for discussing and addressing "powder keg" issues in the workplace
- Joint employment relationships
- Layoffs
- Affirmative Action
- Drug and alcohol testing, the new OSHA regulations
- Workplace violence
- Stump the Lawyer: What Are Your Burning Employment Law Questions?

and other important and timely topics that every HR practitioner or attorney should know and understand.

Light breakfast and lunch will be provided at the seminar at no additional cost to participants.

The seminar has been approved for 7.5 hours of HRCI and SHRM credit and OBA CLE credits.

[Click here to view full agenda.](#)

[Register Now!](#)

**November Program Meeting**  
**Wednesday, November 16**  
**11:15am - 1:00pm**  
**Crowne Plaza Tulsa Southern Hills**

**R.O.C.K. Your Job - How to**  
**Prepare Yourself and Your Workforce to Deliver**  
**Exceptional Results**



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**Chapter Management  
Professional**

**Presented by Wendy Calvin**

Successful people do things (usually simple things) that others are unwilling to do. "R.O.C.K. your Job" enforces the use of beneficial professional practices essential for HR business leaders. "R.O.C.K. your Job" will help all HR professionals improve or implement people development and talent management processes and policies for higher retention and increased productivity. At this program, Wendy Calvin will share:

- **Recognize** what others expect from you. Develop good active listening skills to gather important information from others and minimize miscommunication which is vital for coaching, mentoring, and interviewing.
- **Over-deliver.** Accomplish more important things in a shorter amount of time. Discover the #1 thing you must absolutely do to properly manage your time and prioritize your to-do list; using S.M.A.R.T. written business goals to drive your work activity. Learn how to judge if your employees are using business goals aligned with the vision and mission of the organization to guide their daily work and decision making.
- **Company Visibility.** Apply successful networking tips and tricks to influence who knows you and what they know about you. Learn what you should teach employees about properly networking.
- **Know** what they think of you. Influence how other people perceive you by deploying techniques and gaining the courage to seek out regular feedback. Grasp the significance of integrating consistent feedback as part of your performance management process. Learn how to encourage managers (and train employees to expect) frequent supportive and directive performance feedback.

**Register now!**

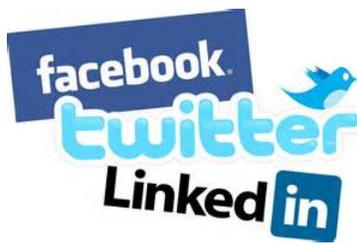
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**Quick Links**

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

:: 918-344-4622

Check us out on:



*This is a paid advertisement.*

### **December Learning Lab**

**Thursday, December 1**

**2:00pm - 4:00pm**

**OSU Tulsa North Hall**

### **HR Foundation Session Part II**

Topic and presenter will be available soon. Watch [tahra.org](http://tahra.org) for more information.

### **Register now!**

Thank you to everyone who attended our 2016 Return on Inclusion Summit. It was such a pleasure to see so many TAHRA members and other community members display such an interest in Diversity and Inclusion. Over 250 people got to hear a very poignant message from Vernā

Myers and many of those also sat in on our morning workshops presented by local D&I professionals. We had people attend the Summit from a multitude of states and a wide representation of organizations, both for and non-profit. We would like to give a special thanks to our sponsors for this event and the committee for their hard work and dedication to this amazing Summit.



### **2016 ROI Sponsors:**

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Oklahoma State  
University

### 2016 ROI Committee:

Justice Waidner Smith	Dixie Agostino
Rocky Bright	Katrina Dougan
Shalynne Foster	Nancy Gunter
Heidi Hartman	Mercedes Millberry Fowler
Julie Odom	Ashley Philippsen
Denise Reid	Kate Robertson
Isaac Rocha	Harlan Ross
Lesli Shoals	Darrian Williams
Debra Williams	

### Certification Updates

by Christy Ptak, Certification Chair



TAHRA's Study Group for SHRM Certification course is to be held in early November and seven of our members have signed up to participate (this course is now closed). If you are interested in professional certification through the SHRM platform - please know that there are application and testing windows that are provided on their website: [www.shrm.org/certification](http://www.shrm.org/certification). The Late Deadline to apply for the next SHRM-CP or SHRM-SCP exam is November 11th.

The SHRM Learning System can be ordered on their website and the site also lists additional ways to prepare for the exam - in case you missed out on our Study Group this Fall.

With the Holidays rapidly approaching - consider the gift of knowledge and continued education and investigate your options to become professionally certified...I guarantee you will feel a great sense of accomplishment and others will recognize you as a leader in our field.

### Welcome to our newest members!

Sherry Strickland Cimarex Energy	Angie Ryan Odle Management
Jennifer Junkins Nichols Brothers, Inc.	Leslie Warner MCNC
Gabriel Crouch Fluor	Rick Wheeler Hospitality House of Tulsa

Tulsa Area Human Resources Association, PO Box 140958, Broken Arrow, OK 74014

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