



## Newsletter

**Issue 60**

**December 2016**

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Hello TAHRA friends!

I want to take this opportunity to thank you for the honor of serving as your president in 2016. Through our board, committees and members we have; completed a re-design of our website, surveyed our members - and implemented recommendations based on that feedback, revised and submitted updates and changes to the by-laws, Tulsa hosted the 2016 OKHR State Conference, had networking events at the zoo, rooftops and cool downtown lofts, brought in some wonderful speakers providing members ample opportunity to gain educational credits including business credits, held 3 opportunities for intensive study for the SHRM-CP and SHRM-SCP certifications, along with our partnership with Tulsa Tech providing opportunity for PHR/SPHR certification, had our annual Supervisors Training, Employment Law and Practices Seminar, HR Foundations Learning Labs that focused on small businesses and partnered with community non-profits, completed requirements for the SHRM Excel - Gold Award and had the biggest yet Return on Inclusion Summit that also is a community partnership.



TAHRA has an amazing board and members that have done some wonderful work. This year has been incredible, thanks to the volunteers who serve our organization. Please help me thank; Michelle Lehman, Past President, Nancy Gunter, President Elect (and your 2017 President!), Kristi Spaethe, VP of Membership, Brandon Brazeel, VP of Leadership Development, Rachel Crawford, VP of Legislative Affairs, Dixie Agostino, VP of Public Relations, Justice Waidner Smith, VP of Diversity and Inclusion, Charla Isbell, VP of Education, Donna Fletcher, Treasurer, Jackie Evins, Fundraising, Matthew Pockrus, Technology, Brad Helton, SHRM Foundation, Jill Norman, Workforce Readiness, Barbara Ware, Community Relations, Lewana Harris, College Relations, Alyse McDaniel, Hospitality, Kari Dean, Sponsorship, Kerry Hope, Registration, Christy Ptak, Certification, Denise Reid, Chamber Liaison and our fabulous Chapter Administrator, Julie Odom.

I am so excited for Nancy Gunter to take TAHRA to the next level as our 2017 President and know next year will be amazing as well. In January, you will have an opportunity to meet your new TAHRA board.

I hope to see you at the Tulsa Country Club, January 18th for




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**TAHRA 2016**  
Board & Committee  
Chairs

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

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

Michelle Lehman  
**Past President**

Vacant  
**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**

our program meeting, The Future Of Work: What CEO's Really Want From HR with Michelle M. Smith. Our Learning Lab will be on January 26th. Dixie Agostino will present on innovative recruiting and on-boarding for success. We are changing the learning labs up on you - based on member's feedback on the Learning Labs, the time is being moved back a ½ hour to run from 2:30 - 4:30.

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

Wishing you and your loved ones a happy holiday season and looking forward to seeing you all soon - Heidi

Heidi Hartman, SPHR, SHRM-SCP  
TAHRA President

**January Program Meeting**  
**Wednesday, January 18**  
**11:15am - 1:00pm**  
**Tulsa Country Club**



**The Future of Work:**  
**What CEOs Really Want From HR**  
*Presented by Michelle M. Smith, CPIM, CRP*

The business world has changed dramatically and leaders can no longer rely on old management assumptions or paradigms to succeed. This creates an enormous opportunity for the HR profession to finally get a seat at the table and become true strategic partners with their CEOs. Crafted from direct interviews with C-Suite executives and compelling research from renowned researchers around the globe, Michelle will reveal how HR can bring fresh thinking to their executive team and create the best workplace possible. This includes specific guidance on intriguing new trends in corporate culture and creating breakthrough performance, as well as explosive details about what CEOs really want from HR professionals.

**Register now!**

*Sponsored by:*



**January Learning Lab**  
**Thursday, January 26**  
**2:30pm - 4:30pm - NEW TIME for 2017!**  
**OSU Tulsa North Hall**

Justice Waidner Smith, MA  
**VP Diversity**

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

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

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**

Brad Helton  
**SHRM Foundation Chair**

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

Denise Reid  
**Chamber Liaison**

Julie Odom  
**Chapter Management**

## Step Up Your Hiring Game

Presented by Dixie Agostino, SHRM-SCP, SPHR, CPC

Join us in January to improve your recruiting and hiring strategies. At this lab Dixie Agostino, Chief Talent Officer at Switchgear Search and Recruiting, will teach members to write job descriptions that serve triple duty, candidate attraction; onboarding; and performance reviews. She will also discuss ways to build a hiring system that can drastically decrease discrimination that is easier than you think. Attendees will also learn how to talk the language of hiring managers, as well as calculate in smart hires YOUR own value to the company, not just cost/time to fill. Step up your hiring game in 2017!

### Register now!

## TAHRA Outstanding New Professional Award Announced



Shalynne Jackson was announced as the winner of the Outstanding New Professional Award in November. Shalynne is the Diversity and Inclusion Consultant for ONEOK, a Fortune 500 energy company. In her role, she helps lead the execution of the company's Diversity and Inclusion strategy, driving initiatives that impact the workforce, workplace, and community. Prior to joining the Diversity and Inclusion department, she was a Recruiting Specialist for ONEOK's Talent Acquisition team.

As a member of TAHRA, Shalynne sat on the 2016 Return on Inclusion Summit planning committee. She currently serves on the board of the Greenwood Chamber Young Professionals as the Community Engagement Chair and is a participant of LEAD North, the North Tulsa community-based leadership development program through Leadership Tulsa. She also is a member of the Tulsa Regional Chamber's Mosaic Workforce Diversity Council and an active volunteer in the Tulsa community, including work with the Oklahoma Department of Corrections.

Shalynne attended The University of Oklahoma where she received a Bachelor of Arts degree in Criminology, Master of Human Relations degree, and a graduate certificate in Human Resource Diversity and Development. She is also a member of Alpha Kappa Alpha Sorority, Inc.

Shalynne has chosen Women Empowering Nations as the recipient of a \$300 donation. She will be presented with

## Professional

### Quick Links

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

:: 918-344-4622

Check us out on:



her award at the January Program Meeting. Please join us in congratulating Shalynne for her outstanding contributions to TAHRA and HR.

## Membership Renewals

Thank you for your TAHRA membership! Renewals for 2017 are now underway and we want you to keep your membership current!

Renewing is easy! Visit [tahra.org](http://tahra.org) and log into your account. Under the membership tab, click apply/renew. Update your membership profile, submit and then choose a membership package. Once you choose a package, you can pay online or print an invoice and mail a check.

If you have any questions, please contact [admin@tahra.org](mailto:admin@tahra.org).

All 2016 memberships will expire on 12/31/2016.

### Powerful Questions for 2017!

*by Dixie Agostino, VP Public Relations*

My mentor taught me to ask a better question to get better insight to have better quality problems. One of his favorite questions was "How would I have to run this company so that my customers would say "I'd have to be crazy to do business with anyone else?"



That's a good question for us as employees as well. So often, HR can be looked at as overhead or administration, when it has the capacity to be one of the most valuable assets in the company. So, a question we can ask ourselves is "What would I have to do to make my boss, upper management and my peers say that I'm invaluable?"

Some other good questions to ask are:

- Do I know the dollar value impact my work has on the bottom line?
- Can I quantify how much time or money I've saved my company?
- Does my boss know this information?

Being able to determine the money saved, time saved or profit generated from your work can help show your value to the company in times of uncertainty, make negotiating for raise or promotion easier and makes your boss look good. All of which can help make 2017 a great year!





Join us April 12-14,  
2017 for the OKHR  
State Conference

Our three-day Conference  
& Expo in Norman, OK will  
connect you to valuable  
resources, products, and  
services, including

cutting-edge keynote sessions, over 40 breakout sessions,  
continuing education credits for Certified Human Resource  
Professionals, an exhibit hall, and a networking evening  
event. Whether you're coming to learn, present, or  
exhibit, you won't want to miss OKHR2017!

Receive a significant savings by registering before  
12/31/2016!

<http://www.okhrconference.com/>

## **Don't Have Enough Time; Then Run a Half Marathon**

*by Brandon Brazeel, VP Leadership  
Development*



Shortly after completing my sixth half marathon in twelve months on November 20, 2016, I caught myself falling into an old thought pattern. "I am ready to run a full marathon, but I just don't have time to ramp-up my training." This is known as Parkinson's Law. "Work expands so as to fill the time available for its completion."

I remember being in this frame of mind about three years ago when I first started running. I began the couch to 5K after my, at the time two year old, boy kept wanting to run around our big kitchen island. It was then I started thinking how it would be great to start running some 5Ks, but I did not think I would ever find the time to train. I also did not think I would ever be able to run the entire 3.1 miles. What was amazing to me was I went ahead and downloaded an app on my phone with a schedule and I found a way to make it happen without sacrificing or affecting my normal life.

After completing several 5Ks and about two years into running three to four times a week, I decided I wanted to run one half marathon. I knew it was going to be difficult to ramp up my training program while still juggling everything, including the fact we added our second baby boy to the family. I once again found a way to complete a training program and ran my first half marathon one year

ago. And of course once I completed one, I wanted more.  
([Read entire article](#))

## HR Tools & Resources

by Denise Reid, Chamber Liaison



The Tulsa region has 90+ workforce programs in the region that provide services and support to the community at large. That's a lot of information to try and locate. Here's the kicker, you don't have to. We have a workforce asset map that shares the information in one file. We also offer recruiting resources, diversity networking resources, downsizing services and business expansion assistance. Our biggest value is connecting you to partners and programs to ensure your business success. Below are a couple of events that may interest you.

### HR & Recruiter Roundtable

Career Pathway Project discussion facilitated by our consultants managing the project. We will be validating direction and information gathered for nine sectors and career pathways entry-level non-degreed to experienced degreed positions.

December 14, 2016 | 11:30-1:00p.m. |

Tulsa Regional Chamber

RSVP required -

<https://hrrecruiterroundtabledec2016.eventbrite.com>

Lunch will be provided

### Mosaic Monthly Meeting & New Member Orientation

December 20, 2016

8:00-9:00a.m. - Mosaic monthly meeting

9:15-10:00a.m. - New member orientation

621 East 4th Street

Tulsa, OK

For more information about Mosaic visit

[www.mosaictulsa.com](http://www.mosaictulsa.com)

If you would like more information about any of the information shared above please contact me at (918)560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).

## Member Spotlight:

### How SHRM Certification Has Made Me a Better Lawyer

by Stefan Mecke, J.D., MBA, SHRM-SCP, SPHR



We've all heard the phrase, "the business of business is people," but now that I've obtained my SHRM-SCP certification, I know it's true. Learning from the

SHRM Competency Model and the SHRM Body of Competency and Knowledge really has made me more focused on people as the most important business of business. I'm more aware of the importance of the work I do and its impact on people, at all levels of the organizations I work with. I'm also more engaged and satisfied with my work. I see the bigger picture.

As a business and employment attorney, my clients include companies, management, HR professionals and front-line supervisors. I assist them with the difficult aspects of being an employer. They want to know how best to reduce risk, avoid litigation, prevent or mitigate employee claims based on state and federal laws and regulations, and maintain a productive and engaged workforce.

Achieving SHRM certification has been a game-changer. I have a sense of accomplishment and a stronger level of confidence. I'm driven to share my newly gained knowledge, skills and abilities with others. I'm more engaged with the HR professionals in my community, who have shared their wisdom and practical knowledge with me. Understanding the needs and challenges of the HR profession has enabled me to serve my clients more effectively.

[\(Read entire article\)](#)

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

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