



## Newsletter

**Issue 61**

**January 2017**

### **In This Issue**

**Board of Directors**

**Program Meeting**

**Learning Lab**

**Volunteer**

**Recognition/Member  
Appreciation**

**SHRM Learning System  
Champion**

**Renew Your Membership**

**Goals Article**

**OKHR State Conference**

**HR Supported Managers  
Article**

**Silent Auction Items**

**Sponsorship Ops**



Hello TAHRA friends!

Welcome to another wonderful year as a TAHRA member! I am privileged to be your President in 2017 and look forward to learning together.



Throughout 2017 I'm going to be taking you through what I believe are 12 of the Top Metaphors for Leadership. Hopefully you will enjoy these as well as perhaps have a few insights into your own leadership. Below is the first one.

Leadership is like a Sloth:

The sloth has become a fairly popular animal over the past year thanks to Disney's "The Secret Lives of Pets". Each of us know that Sloths move slowly, but did you know these facts:

1. Sloths live in trees almost exclusively.
2. Their hair/fur grows the opposite direction from most mammals due to them hanging from the tree limbs.
3. Their hair/fur is home to algae and non-parasitic insects.
4. Self defense for the Sloth is blending in with the trees and moving so slowly that they do not attract attention.
5. Sloths must plan ahead to use the restroom since they must come down from their tree.

Anytime a sloth comes down from their tree they must plan ahead. Their movements are slow and steady, but they must be careful not to leave a "footprint" where their tree is so that predators do not find them later. For this reason leaving a "footprint" for a sloth is serious business.

So what does this have to do with Leadership. The metaphor here is to Plan your Footprint. Just as Sloths must plan before they venture out of their comfort zone, so too must leaders. An exceptional leader should plan before they undertake actions that will have an impact on others. Planning ahead is what allows a leader to safely move a team through change. Planning ahead is what gives a leader confidence as they enter in to a conversation that will be uncomfortable. Planning ahead allows the leader to be prepared and to move forward without fear.

Learning from a Sloth and leading like a Sloth, means to Plan your Footprint.



## TAHRA 2017 Board & Committee Chairs

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

Justice Waidner Smith,  
MA  
**President Elect**

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

Lance Thompson  
**VP Programs**

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

Brandon Brazeel,

Nancy Gunter, SHRM-SCP, SPHR  
TAHRA President

## 2017 TAHRA Board of Director's Announced

**President** - Nancy Gunter, SHRM-SCP, SPHR  
**President Elect** - Justice Waidner Smith, MA  
**Past President** - Heidi Hartman, SHRM-SCP, SPHR  
**VP Programs** - Lance Thompson  
**VP Membership** - Kristi Spaethe, SHRM-CP, PHR  
**VP Leadership Development** - Brandon Brazeel,  
SHRM-SCP, SPHR  
**VP Legislative Affairs** - Jacob Crawford, J.D.  
**VP Public Relations** - Dixie Agostino, SHRM-SCP, SPHR,  
CPC  
**VP Diversity** - Ashley Philippsen  
**VP Education** - Charla Isbell, SHRM-SCP, SPHR  
**Treasurer** - Donna Fletcher, SHRM-CP, CCP

### Board Members at Large

**Sponsorship/SHRM Foundation** -  
Kari Dean, SHRM-CP, PHR  
**Community Relations** - Lewana Harris  
**Website/Technology** - Matthew Pockrus

### Chair Positions

**Registration** - Alisa Atkinson  
**College Relations** - Brad Helton  
**Workforce Readiness** - Jill Norman  
**Certification** - Christy Ptak, SHRM-SCP, SPHR  
**Hospitality** - Alyse McDaniel  
**Chamber Liaison** - Denise Reid

If you are interested in getting involved with TAHRA leadership and volunteer roles please review our [Committee List](#) and contact the person listed.

**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

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

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

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

Ashley Philippsen  
**VP Diversity**

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

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

Kari Dean, SHRM-CP, PHR  
**Board Member at  
 Large-  
 Sponsorship/SHRM  
 Foundation**

Lewana Harris  
**Board Member at  
 Large-  
 Community Relations**

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

Alisa Atkinson  
**Registration Chair**

Brad Helton  
**College Relations Chair**

Jill Norman  
**Workforce Readiness  
 Chair**

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

Alyse McDaniel  
**Hospitality Chair**

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!**

This event is approved for HRCI **Business** Credits and SHRM Certification Credits.

*Sponsored by:*



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

**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!**

*You're Invited!*

**2016 Volunteer Recognition and  
 Member Appreciation**

Please join us on February 9th for our Annual Volunteer Recognition and Member Appreciation Dinner. Enjoy an extraordinary evening with your HR colleagues as we

Denise Reid  
**Chamber Liaison**

Julie Odom  
**Chapter Management  
 Professional**

---

### Quick Links

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

:: 918-344-4622

Check us out on:



come together to celebrate our volunteers and members. At this event we will recognize board members, volunteers, members celebrating a milestone anniversary and past presidents.

Thursday, February 9th | 5:30pm - 8:00pm |

River Spirit Casino Resort

8330 Riverside Parkway

Tulsa, OK 74137

5:30pm - Social Mixer and Networking

6:00pm - Dinner and Event

- Drinks and dinner will be provided.
- Renew your TAHRA membership for 2017 and be entered for special drawings. (HD TV, Tablet, etc.) Must be present to win.
- Opportunity to bid on Silent Auction items benefitting the SHRM Foundation.
- This event is free for TAHRA members. Guest registration is available for \$10 each.

[Click here to register!](#)

## TAHRA Receives SHRM Learning System Champion Award



### What does it mean to be a SHRM Learning System Champion?

The competency-based SHRM-CP® and SHRM-SCP® credentials are the new global standard in HR certification. These credentials are among the first HR certifications focused on teaching and testing the practical, real-life information HR professionals need to advance their organizations, and excel in their careers today, including knowledge, skills, and behavioral competencies.

The SHRM Learning System Champion status is a recognition of our chapter's hard work to elevate the HR profession through professional development and HR knowledge among members, gained from SHRM certification. SHRM created this prestigious distinction in support of its premier educational product. This status also helps to promote the HR profession at the local level by using the SHRM Learning System® for SHRM-CP/SHRM-SCP.

## Don't Forget to Renew your Membership!

If you have already renewed your membership for 2017, thank you! If not, your TAHRA membership expired on 12/31/2016 (a grace period may apply) and you need to renew to keep your membership active!

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).

## Setting and Achieving Goals

*by Heidi Hartman, Past President*



The beginning of the New Year is a time that most of us look back on the last year, take stock of the goals we set, our accomplishments and set new ones for the year ahead. As HR professionals, we know our goals need to be SMART (Specific, Measurable, Achievable, Realistic and Timebound).

I'm sure most of you are familiar with the exercise START - STOP - CONTINUE that is often used with Strategic Planning. My guess is that we all can benefit with looking at the work we are doing and utilize this same exercise. Any setting of goals or aspirations should start with what really matters most to us and align with our values. The gist of the START-STOP-CONTINUE exercise is to really look at what we need to START doing that we are not doing now that would best serve our goals, or meet our client's needs. Second is to be able to STOP doing things that are not getting us closer to our goals, or not helping our clients. We cannot just add more mashed potatoes to our plate - we need to look at a what to stop doing list if we are going to add work onto our plate. Those two lists should be close in weight to each other to keep the balance. The third step is to look at our CONTINUE list, what are we doing that serves both our goals and our client's goals. We all can benefit with looking at the work we are doing and utilize this same exercise applying it to our goals as well.

Once we have committed to our goals, Harvard Business Review research tells us we can increase achievement by writing them down and sharing with others. If we do the above, and have an accountability partner, we can increase the odds of achieving our goals up to 75%. A

friend and colleague of mine, Lillian prints out her goals and puts them in a small frame by her computer. I love that idea, and adapted it to put my goals in the notebook I use daily. Another idea is to make your passwords contain a key word from your goal, i.e. veggies2017, or fitbit10000 for a health goal. Figure out what works best for you, tell someone and work towards your goals. Make back up plans for when we fall off the wagon, forgive yourself and get back on track.

Looking forward to seeing you soon - Heidi



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 2/28/2017!

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

## Great Teams Come From HR Supported Managers

*by Dixie Agostino, VP - Public Relations*



Recruiting is expensive, turnover is expensive, training is expensive. Since it can be challenging to calculate the return on investment on these expenses, many times they get pushed to the bottom of the pile, relegated to the cheapest vendor, or ignored all together. Yet they are all connected.

Compared with disengaged teams, engaged teams show 24% to 59% less turnover, 10% higher customer ratings, 21% greater profitability, 17% higher productivity, 28% less shrinkage, 70% fewer safety incidents and 41% less absenteeism.

The single biggest factor in an employee's engagement is their boss. Engagement begins at the local level through great management. Managers can make or break a team,

yet often very little money or time goes into ensuring managers are effective. And great managers must be either recruited or trained. Few just occur naturally.

Gallup estimates that turnover costs 1.5 times that employee's annual salary. If a 100 person company with an average salary of \$50K and a 10% turnover rate can drop that rate down to 9%, that is a savings of \$75,000. So, next time managers don't have the budget for recruiting highly skilled managers and training and developing poor managers, you now know the numbers behind WHY those are solid investments.

### **Silent Auction Items Needed!**

We are asking for donations for our SHRM Foundation Silent Auction to be held February 9, 2017 at the River Spirit Casino Resort from 5:30pm - 8:00pm. Your contribution of a coveted item (such as themed gift baskets, weekend getaways, sporting event giveaways, concert tickets, hotel packages, etc.) would go a long way toward helping us remain Tulsa's leading Human Resources professional organization. All proceeds will go to the SHRM

Foundation and is an investment in the future of the HR profession and supports the important work of the SHRM Foundation - including scholarships, research grants, and educational resources.

At the event, your donation will be displayed prominently, along with the name of your company and your logo, if provided. We want each of our attendees to know and recognize who among our Tulsa area businesses are invested in supporting professional organizations such as TAHRA.

Thank you for your consideration of this request.

If you have questions or would like to arrange a donation, please contact:

Alyse McDaniel at [alyse@directconnect-us.com](mailto:alyse@directconnect-us.com) or 918-699-0635

Amy Ratliff at [amyratliff@thepersimmongroup.com](mailto:amyratliff@thepersimmongroup.com) or 918-392-7304

### **Sponsorship Opportunities Available!**

Sponsors are very important to TAHRA's success! Revenue from the various sponsorship venues help our organization develop and present meaningful programs, create opportunities for continuing education, strong peer interaction, and help us to enhance our overall contribution to the Human Resource profession.

**E-Newsletter Ads** - (500+ members with access): \$200 per issue (Ad must be in .jpg format or text only with logo)

**Program Sponsor** - (Average Attendance: 100-150): Monthly Meeting or Special Event: \$400 per event and includes:

- Exclusive sponsor for Monthly Program Meetings (no more than 3 sponsors for special events).
- Display table in the registration area. 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).

**Vendor Directory** - (500+ members with access as well as access to guests visiting our site): \$175 per year

- Company Info & Logo by searchable categories
- Logo on a 90-day rotating ad in bottom section of TAHRA home page
- Contact Information

## Welcome to our newest members!

Katherine Coe	Brainerd Chemical Company, Inc.	Susan Jenneman	Saint Francis Health System, Inc.
Stacy Turgeau	Muscogee Creek Nation Casinos	Michelle Bickle	ONEGas
Carla Delgado	Case & Associates	Roslyn Baker	ProRecruiters
Mary Lohrke	Titus Hillis Reynolds Love Dickman & McCalmon	Alysha Hiltbrand	LIFE Senior Services
Janet Lowe	Warren Clinic/Saint Francis Health Systems	John Locher	Benefit Plan Strategies
Lauren Oldham	GableGotwals	Bob Stephens	HollyFrontier
Angie Ryan	Odle Management	Brian Darnell	HUB International
Evelyn Hye	The NORDAM Group, Inc.	Victoria Renegar	Aerotek/Allegis Group
Tricia Hendricks	Paychex, Inc.	Luciano Hernandez	River Spirit Casino Resort



Christy Davis	Phillips 66	Lisa Swanson	Willbros Tank Services
Ruth Bilder	CHS	Craig Adams	Intrust Retirement
Valery Sokol	Saint Francis Health System	Debbie Aloisio	HALO Branded Solutions
Esmeralda Vega	ONEGas		

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

[SafeUnsubscribe™ {recipient's email}](#)

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by [admin@tahra.org](mailto:admin@tahra.org) in collaboration with

**Constant Contact** 

Try it free today