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August 2017

Hello TAHRA friends!

I hope that everyone is having a wonderful summer and getting to do some traveling. As travel is a passion of mine, the 6th leadership metaphor I want to share with you, fits that passion really well:



Leadership is like a Platypus

I had the opportunity to travel to Australia in 1989 and again in 1999. It is a beautiful country with such friendly people! As part of both trips I had the opportunity to do a little touristy stuff and going to see a platypus, both in wildlife parks as well as in the wild, was at the top of my list. The Platypus is a strange and amazing creature. There is a folktale that says that God created the Platypus out of all of the left over parts of the other animals. The Platypus was also the hope of the evolutionist that it was the "missing link" for their theory. My belief about the Platypus is that it is one of the most humorous creatures out there! Just looking at a Platypus can make you smile!

There are so many leadership metaphors that could be connected to a Platypus, but the one I want to connect to here is humor. As a leader we must have humor and must be able to laugh at ourselves. To be a great leader, having the ability to see errors that we make and find the learning, but also the humor, is a skill that must be developed. Being able to laugh and be lighthearted and not offended when others mention a situation where we were not perfect, builds a bond with others that can be strengthened. On the other hand, not seeing the humor in situations can lead to stress and discord in your work environment and ultimately to less productivity.

Nancy Gunter, SHRM-SCP, SPHR
TAHRA President

August Program Meeting
Wednesday, August 16
11:15am - 1:00pm
Renaissance Tulsa Hotel and
Convention Center



Coaching for Leaders: How to Turn





TAHRA 2017 Board & Committee Chairs

Nancy Gunter, SHRM-SCP,
SPHR
President

Kristi Spaethe, SHRM-CP,
PHR
President Elect

Heidi Hartman, SHRM-
SCP, SPHR
Past President

Lance Thompson
VP Programs

Alyse McDaniel
VP Membership

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SCP, SPHR
**VP Leadership
Development**

Jacob Crawford, J.D.
VP Legislative Affairs

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

Potential into Performance

Presented by Kelly Riggs

What HR Manager doesn't care about getting maximum performance from each individual hire? But, transforming potential into tangible performance doesn't happen by accident. Performance is a function of the right person, the right training, and the right leader. In this presentation, we will focus on the leader's role in performance, and why great leaders rely on coaching instead of compliance to develop employee potential.

Learning objectives:

- The key components of accountability
- The basics of workplace coaching
- The role of annual performance reviews (what works and what does not)
- Performance management and Millennials

Register now!

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

Sponsored by:



August Learning Lab Thursday, August 24

**Details for this lab will be announced soon
on our website. Watch your email!**

Networking Event

Following this lab, we are excited to share our second vendor sponsored networking event. Xtreme Racing will be hosting TAHRA members and their guests. Xtreme is offering two free races and a 15 minute VR game, at no cost, to the registered attendees. They will also have \$2 beer, wine and appetizers as well. The pool tables, ping pong and shuffle board will be available, as well as the shooting and sports simulators.

This event is free for TAHRA members and guests!

Ashley Philippsen
VP Diversity

Charla Isbell, SHRM-SCP,
SPHR
VP Education

Donna Fletcher, SHRM-CP,
CCP
Treasurer

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

Lewana Harris
**Board Member at
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College Relations Chair

Jill Norman
**Workforce Readiness
Chair**

Christy Ptak, SHRM-SCP,
SPHR
Certification Chair

Julie Odom
**Chapter Management
Professional**



Thursday, August 24 | 4:30pm - 7:00pm |
Xtreme Racing and Entertainment
71st and Elm, Broken Arrow

[Register now!](#)

Paid advertisement

*Have a great role model? Want
a colleague to receive
recognition for outstanding
work? Know someone new to
HR and amazing?*



***Nominate them today for prestigious HR
Excellence Award!***

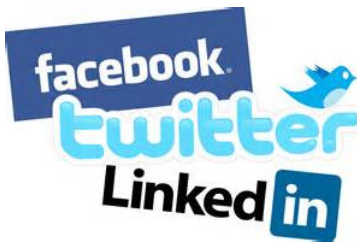
As a TAHRA member, you have the privilege of recognizing a dedicated fellow member by nominating them for one of our annual awards, the **Richard J. Messer Excellence in Human Resources Management Award** and the **New**

Quick Links

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

:: 918-344-4622

Check us out on:



Professional Award.

Richard J. Messer Excellence in Human Resources Management Award

This special award was designed to recognize outstanding leadership and achievements in the human resources field. The recipient is an individual who serves as a role model for others, sets the standard by which others are measured and unselfishly gives of themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated. The award is named in Honor of Rick Messer who was one of the founding members of TAHRA who became a National Chairman of SHRM as well as the founding Chairman of HRCI.

New Professional Award

This special award is designed to recognize an outstanding new professional in our organization. Any TAHRA member with five years or less in the human resources field with the exception of the Awards Committee participants, is eligible to be nominated.

Both awards will be presented at the November 15 Program Meeting.

To nominate someone, please first speak to them to gain their permission, then please contact Brandon Brazeel, VP of Leadership Development at brandon.brazeel@spxht.com and we will do the rest.

Self nominations are allowed and encouraged.

[Click here for more details.](#)

HRCI Reinstatement Program



The Certification Reinstatement Program from HR Certification Institute® (HRCI®) is a one-time-only opportunity to provide a means of reinstatement for once HRCI-credentialed professionals who lapsed when SHRM introduced its own certification program in May 2014.

Eligible HR professionals for the HRCI Credential Reinstatement Program will have from July 1, 2017 to June 30, 2018, to complete the HRCI reinstatement process. Reinstatement requires eligible professionals to submit at least 60 recertification credits, affirm they are

currently practicing HR professionals and submit a \$500 fee.

For more information please visit HRCI.org.

The #1 Business Challenge

by Dixie Agostino, VP of PR



Whether you look at articles on Forbes, Inc, Entrepreneur or just talk to a random business executive, in a list of business challenges, hiring the right people is almost always in the top spot. There's a saying "There are only two problems in business: cash and people". Having a lot of cash can cover for having the wrong people but only with the right people can a business solve the problem of not enough cash.

This is a challenge that Human Resources is uniquely qualified to help solve. Because it is not just about hiring. Once you make great hires, on-boarding, training, and talent management come into play. Compensation and benefits assist in attracting and keeping talent. Remaining safe and legally compliant helps eliminate unnecessary risks and costs. And helping managers refine their leadership can keep valuable staff from quitting their bosses.

When "turnaround guys" come in to revamp a business, they look at two things: financials and people. With the help of strong HR professionals, a company can have the humans that provide the resources to create strong financials and business longevity. Human Resources can be the key to solving the #1 business challenge.

Mindful Interactions

by Heidi Hartman, Past President



My name is Heidi...and I'm a hugger.

The July TAHRA program meeting we had the amazing and entertaining Kirk Turner reviewing legal updates and things we should know as HR professionals.

One of the things that stuck with me is when Kirk was reviewing harassment, how what I see as a simple hug can be offensive to others. That would certainly not be my intent, but I know not everyone is comfortable with that amount of friendliness. I know that in my head, and sometimes (o.k. oftentimes), when I see someone I know I automatically go in for a hug.

When doing development work with clients, I work with

them a lot on how to dial up or dial down their energy based on the situation and how we are pre-disposed to our preferences. When we are not mindful of interactions and cultures, we can easily and unconsciously behave in a way that is comfortable for us but may be uncomfortable for others.

We all know the Golden Rule which is "do unto others as we would have them do unto you". What I would challenge us all to do is to utilize the Platinum Rule which is to treat others in the way *they* want to be treated.

As you have probably guessed, I have a stronger preference for extroversion, and when working with someone who has a stronger preference for introversion, I try to maintain an even tone and ensure I leave time for silence. When working with me, someone with a stronger preference for introversion may try to speak at a faster clip, or know that I speak to think, where they think to speak. We won't go into the other 4 preferences in this article, but we all fall somewhere on these continuums and we are all wired differently.

A study done by Harvard University shared that 90% of professional success for an individual is due to interpersonal skills and only 10% is linked to technical ability or intellectual ability. That is a pretty high percentage, and it is largely within our control.

What can help us significantly in our interactions and careers is to be mindful of how we may unintentionally come across to others, and if that is in alignment with our intent.

See you soon - Heidi

Welcome to our newest members!

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|-----------------------|--|-----------------------------|--------------------------------------|
| Dece Bringham | Magellan Midstream Partners | Marianna Moore | Rhema Bible Church |
| David Tayrien | | Samantha Ruthardt | Student |
| Quentin Palmer | Student | Heather Ruth | Quik Print of Tulsa |
| Meagan Burrows | Gable Gotwals | Tyler Dwyer | ProRecruiters |
| Brian Ross | The Society for Financial Awareness | Jennifer Stroud | Muscogee Creek Nation Casinos |
| Candice Fuqua | Da/Pro Rubber | Jennifer Hebenstreit | Muscogee Creek Nation Casinos |
| Jordyn Lovett | Consolidated Support Company, LLC | Taylor Greene | Robert Half International |
| Lindsay Hunter | Williams | Daniel Bowers | Helmerich & Payne |

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|------------------------|---|--------------------------|--|
| Bonnie Lawson | LGMG, LLC dba Verifi Labs | Julie Caro | Tulsa Regional Chamber |
| Stephani Horn | United Linen - Sadoris Companies, Inc. | Marlena Askew | Premier Community Services |
| Julia Stewart | Ulta Beauty | Sarah Williams | Center for Executive and Professional Development |
| Lora Bowers | Rupe Helmer Group | Angela Ford | Pinpoint Personnel |
| Brad Turner | S & T Manufacturing | Maria Isquierdo | Saint Francis Health System |
| Megan Hawley | Airgas | Joshua Sharp | Robinson Management Consultants |
| Jonah McPhaul | Student | Sheri Carhart | Chinowth & Cohen Realtors |
| Chelsey Roth | Labor Finders | Talesha Christian | Student |
| Aubrey Laney | ProRecruiters | Juston Nichols | Paychex |
| Jasmine Kulbeth | GH2 Architects | Michelle Inlow | The Sherwood Companies |



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