



Newsletter

Issue 70

December 2017

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TAHRA friends,

During the past year I have offered up my version of Leadership Metaphors and this month, the metaphor is more of a Leadership Learning.



Building Leaders - Leadership lessons learned through building a log home



In 2017 we have been building our dream home. We have been actively working and planning since 2015 but have been dreaming for over 20 years. It is amazing how much goes into PLANNING to build... and I'm sure I'm missing a lot that I don't know

We started this whole process about 20 years ago when we started dreaming and discovered that we both have had a similar dream of owning a log cabin since we were children. We decided then, that when we retire, we would have our log cabin! During the past 20 years we have discussed this idea several times and always ended with "when we retire" we will have a log cabin.

Fast forward 20 years and now we find ourselves now building our dream.... BEFORE we retire. Below are just 3 of the MANY lessons learned during the past 20 years of preparing and the past two years of prepping and building:

1. If you wait until the time is right, you won't accomplish your dreams. You have to go after what you want even when things aren't perfect.
2. Planning is critical in any process. Without a plan you are like a ship without a rudder. You don't know which way to go and can't stay focused in one direction. Your plan is what allows your dreams to come true.
3. Always stay focused on what is important. Your job may pay the bills and hopefully you love what you do, but remember that you can't curl up with your job at night or when your retire. Live and plan for what matters to you. If you dream it, go for it.



Thanks for allowing me to be your President in 2017. It has been a great year and I appreciate this opportunity!

-Nancy

January Program Meeting

Wednesday, January 17
11:15am - 1:00pm
Crowne Plaza Tulsa - Southern Hills



Trust Evolution

Presented by Greg Hawks

Next to culture, trust has the greatest impact on the forward progress of an organization. As the cornerstone of all relationships, recognizing weak trust is essential for leadership teams. It directly impacts collaboration, good decision making, vendor relations and most critically, customer care. There are obvious clues indicating the level of trust amongst individuals. There are also very clear steps to take to grow trust.

At this program you will learn how to:
Recognize Weak Trust Indicators
Grow Strong Trust
Establish Best Practices

[Register now!](#)

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

Sponsored by:



January Learning Lab

Thursday, January 25
2:30pm - 4:30pm
OSU Tulsa North Hall

Five Habits of Destructive HR Leaders

Presented by Kristi Spaethe, SHRM-CP, PHR

TAHRA 2017 Board & Committee Chairs

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SPHR
President

Kristi Spaethe, SHRM-CP,
PHR
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Quick Links

[Our Website](#)
[TAHRA Calendar](#)
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:: 918-344-4622

Check us out on:



This workshop is designed by SHRM to provide insights into the bad habits developed by destructive HR leaders and how to avoid developing these habits. During this workshop, you will learn how to identify the common traits and habits of destructive HR leaders, how to recognize these habits when confronted with them, and how to spot positive traits of effective HR leaders and teams. The goal for this workshop is to help you become a business leader capable of driving results through effective behaviors.

[**Register now!**](#)

A blue rectangular advertisement with a white border. At the top, there is a decorative border of small white circles. The main text is in white, bold, sans-serif font: "What's keeping America's HR Professionals up at night when it comes to employee benefits?". Below this text is a white rounded rectangle containing the words "FREE DOWNLOAD" in blue, bold, sans-serif font. At the bottom right, the word "HUB" is written in large, white, bold, sans-serif font. The bottom of the advertisement also features a decorative border of small white circles.

Paid advertisement

A note from our President Elect *by Kristi Spaethe, President Elect*

Happy Holidays, TAHRA Members! As we get ready enjoy the last festivities of 2017, our new 2018 TAHRA board is busy at work making sure that next year will be a memorable year for us all. We hope to "move the needle" in regards to the services and support that we provide the HR community and hope that you will see that difference.



We remain interested in what you want and need from TAHRA and can't wait to put to work your feedback from the member survey.

We have a great board of directors for 2018, some new to their roles and some who have more experience with their board role. Regardless of their tenure, I am really excited about the impact that the board and our members will have on the HR Community in 2018. Below is a lineup of our board for next year.

Please continue to provide us with your input and feedback. Have a great holiday season TAHRA friends! See you in the new year.

President - Kristi Spaethe, SHRM-CP, PHR
President Elect - Dixie Agostino, SHRM-SCP, SPHR, CPC
Past President - Nancy Gunter, SHRM-SCP, SPHR
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VP - Membership - Alyse McDaniel
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VP - Diversity - Ashley Philippsen
VP - Education - Stefan Mecke, JD, MBA, SHRM-SCP, SPHR
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At Large (Community Relations) - Jacci Green
At Large (Website/Tech) - Matthew Pockrus
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Workforce Readiness Chair - Jill Norman
Certification Chair - Ryan Fox, SHRM-SCP, SPHR, CCP, CBP
Hospitality Chair - Ryan Thompson
Chamber Liaison - Kuma Roberts



REGISTRATION NOW OPEN!

Join us for the 2018 Oklahoma
Human Resources Conference & Expo
April 24-26, 2018
Hard Rock Hotel
Tulsa OK

More information [here.](#)

**Register and pay by December 31st
for the best price!**

Recruiting in a Tight Labor Market

presented by Dixie Agostino, VP - PR

The US unemployment rate dropped from Jan 2017's 4.8% to 4.1% in October, the lowest it has been since 2000, and before that 1970. It's officially a candidate's market again. Here are 6 tips to find great people when the fight for top tier talent gets fierce.

1. Know your competition. - Know what your rivals offer and their hiring processes. If they are fast to hire, you risk getting beat out.
2. Make decisions faster. - First one to find and make an ACCEPTED OFFER to the best candidate wins. Decisions delayed rarely benefit your company.

3. There are no unicorns. - Waiting around for the "Prince Charming" candidate just allows lots of great people to slip away.
4. Reconsider the Requirements. - Lists of requirements can become a "wish list" rather than the skills and knowledge necessary to perform the job.
5. Hire for fit. Train for skills. - This old line of thinking "Hire for technical skills and fire for interpersonal skills" doesn't work. You can train tech. You can't train drive, attitude and personality.
6. Find the untapped labor pools. - Teens, veterans, retirees, recent immigrants, the differently abled and long term unemployed all have higher unemployment rates and could have the gems of talent your company needs to succeed.

Hope this helps you and your teams find, retain and grow amazing teams in the coming year!

2018 Focus of 4 - Find Your Path

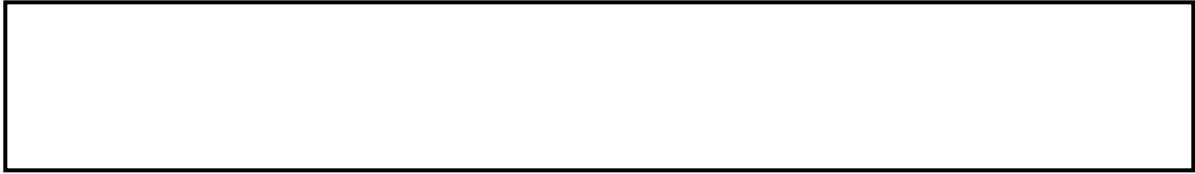
by Heidi Hartman, Past President

Holey moley it is almost the new year - a great time to look back and celebrate what we have accomplished in 2017 and decide what goals are we each going to set for 2018. I challenge you to set fewer goals, and take a deeper look instead. I was fortunate to attend the SHRM Volunteer Leader Summit in DC just before Thanksgiving. Not only did I get to meet some fabulous HR folks from across the US and learn new things, I got to spend some time with Katelyn, my daughter who lives there.

Katie and I went to lunch at a bookstore and deli prior to the VLS starting and I picked up a book "IKIGAI The Japanese Secret to a long and happy life" and there were some key points I wanted to share with you.

It is a science based book, and looks at the intersection of what you love, what the world needs, what can you be paid for, and what you are good at - your passion, mission, vocation and profession. You may have heard the French call *raison d'etre* - our reason for being and it is a journey that many of us are still working towards.





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

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