



Newsletter

Issue 69

November 2017

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Hello TAHRA friends,

I hope you enjoy the 9th edition of Leadership Metaphors as seen through the eyes of Nancy Gunter.



Leadership is like being curious:

There is an app called Curio which is about being curious. Just being curious about everything and maintaining your life as a lifelong learner. In this app it asks you several questions in order to set the app up for your style of learning. It will design the app so that the things you see are of interest to you and increase your desire to be curious about the topic. There are a variety of ways that you can learn, reading, video, audio, a challenge to do something, etc. All of this creates the opportunity to expand your knowledge and ability to learn.

As a leader, curiosity is necessary to continue to lead your team. If you are not curious and desire to learn new things, then your team may also be missing opportunities to learn. Being a great leader means being open to new things, having a desire to know more, leading in a way that encourages your staff and co-workers to open their minds to a growth mindset instead of being set in one way of viewing things. A leader with a growth mindset can then encourage colleagues to do the same.

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

**November Program Meeting
Wednesday, November 15
11:15am - 1:00pm
DoubleTree by Hilton Hotel
Tulsa - Warren Place**



Finding Your Purpose

Presented by Jill Donovan

Join us this month as Jill Donovan, CEO and Founder of Rustic Cuff will help members find their purpose. Jill has turned humility into an incredible company and Rustic Cuff

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has grown from a grassroots beginning into a booming business. She has gone from giving away bracelets and cuffs made in her garage to 6 locations (7th coming next year) and a staff of 260.

At this program, Jill will share what she has learned through her time as an attorney and then later as a successful entrepreneur running a growing company to teach others the valuable lessons she has learned along the way. Cleverly using technology and obsessive creativity, Jill gives customers and employees a unique experience to keep her business up-to-date and on trend. At this program, you will learn effective strategies to keep employees engaged and vested in the company and how to manage by talking less and listening more. Jill will use her personal experiences to offer you an edge in business and be the boss that you always wanted.

Register now!

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

Sponsored by:



December Learning Lab
Thursday, December 7
2:30pm - 4:30pm
OSU Tulsa North Hall

Details for this lab are in the works.
Watch your email for updated information.

Register now!

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:: 918-344-4622

Check us out on:



A blue rectangular advertisement with a grid of small white circles at the top and bottom. The text is white and centered. It reads: "What's concerning senior level HR executives In the world of employee benefits?" Below this is a white rounded rectangle containing the text "LEARN NOW". At the bottom right is the "HUB" logo in white.

Paid advertisement

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



For those of you that haven't met me, allow me to introduce myself. My name is Kristi, I'm your 2018 TAHRA President, and I'm a worrier. You name it, and I worry about it. I worry about work, I worry about my family and, you guessed it, I worry about TAHRA. Us worriers sometimes get a bad rap - we can't relax, we're stressed out, we lose sleep, so on and so forth. Don't get me wrong, I love sleep, but I've been thinking lately, maybe it's not so horrible to be a worrier. After all, I worry about things because I want them to be awesome, not just ok, fine or decent but awesome. So, I'm sure you get it, my TAHRA friends. I want TAHRA and our 2018 year together to be awesome. Myself and the Board of Directors want to do everything we can to see our chapter not only thrive but, more importantly, to work for you and be what you need to support you in your role and advance the HR profession and community.

Help us! If you have not already completed your Member Survey, please do it. If you want to pass along any feedback, anytime, tell us. We are present at all TAHRA events and want to hear from you. We will do everything in our power to listen and put your suggestions in action. Help us make TAHRA what you need and 2018 a fantastic year!

LEADHR
OKHR 2018
CONFERENCE & EXPO



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!



Dementia Friendly Tulsa is an independent, volunteer-driven, nonprofit initiative that provides information and training to help Tulsans implement simple, proven best practices that foster livability and vitality for individuals in the community living with dementia.

In April 2017, Mayor G.T. Bynum committed to designating Tulsa as a dementia-friendly community - the first city in Oklahoma to do so. Dementia Friendly Tulsa seeks to help local businesses and organizations become more sensitive and aware of the needs of customers with dementia.

Currently, Dementia Friendly Tulsa is training businesses to become dementia friendly certified. The training is 1-hour long, and businesses will receive a commendation from Mayor GT Bynum upon completion. DF Tulsa is also seeking trainers with public speaking experience to help conduct the trainings at local businesses. Resources used during the training can be found at DFAmerica.org - Tools and Resources.

For additional information, go to dftulsa.org or contact Clark Miller at 918-579-9473 or cmiller@incog.org or contact Alysha Hiltbrand at ahiltbrand@lifeseniorservices.org.

Veteran Employer Champion Survey

The Warrior Partnership of Eastern Oklahoma is a program of Community Service of Tulsa. They have created a Veteran Employer Champion Survey to help benchmark employers in the Tulsa area doing veteran engagement for

recruiting, hiring and retention. This survey is also for companies interested in getting started.

We hope to learn about needs of area employers and build programming to meet their needs. Below is a link to take the survey. It's only 13 questions and shouldn't take long to complete.

<https://www.surveymonkey.com/r/VECS>

Survey and recognition of employers is in partnership with City of Tulsa and Oklahoma Department of Veteran Affairs. Feel free to share survey link with a peer company or organization that may be interested in being recognized or getting involved with veteran engagement.

Welcome New Members!

Haley Craft	Dover Artificial Lift
Kishina Thomas	Walgreens
Celia Armstrong	TTCU Federal Credit Union
Melissa Shepherd	Fox Broermann Pediatric Dentistry of Tulsa
Shelly Spriggs	Carrefour Associates
Jennifer Campbell	Base Cold Storage

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

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