



Newsletter

Issue 71

January 2018

In This Issue

[Program Meeting](#)

[Learning Lab](#)

[OKHR State Conference & Expo](#)

[Changes in HR](#)

[Goals & Resolutions](#)



A Message from the President



Happy New Year, TAHRA Members!
Welcome to 2018 and, what I promise will be a great year for our organization.

Recently, my household was watching a somewhat significant football game for our state. We don't habitually follow college football but, like I said, somewhat significant. At one point, my husband remarked, "These guys are good!" I'm not sure if it was because we hadn't watched the sport in a while or if they were just exceptional that day but it got me thinking...

The Winter Olympics are right around the corner. Think about your favorite event. We'll use my example since I'm writing this article. When I first started watching figure skating (Debi Thomas, Kristi Yamaguchi, Nancy Kerrigan), the jumps, turns and artistry were not at the level of what we are going to see next month, not because they were not and are not fantastic athletes, but because women after them continued to raise and will continue to raise the bar. Expectations have and will continue to change. This isn't just figure skating. Think about how far snowboarding, downhill skiing and yes, college football athletes have come. They jump higher, move faster, and go farther than they ever have.

As you guessed, this isn't a sports article, but I think this relates directly to our profession. Think about what HR used to be and how far we have come. We are better, stronger and more active in the business than we have ever been. And we have to keep going. We have to continue to advance our profession, in our businesses and in the community.

How can we do that? And how can TAHRA help you get where you want to go?

I am a big fan of feedback, even the tough kind. I would really like to make this a year of feedback in TAHRA. We want this organization to work for you, be what you need, and get you where you want and need to go.

Tell us! You can get in touch with myself or any board member any time. We are just an email away and can be found at all TAHRA events. Want to be heard even more? Join

RECERTIFICATION PROVIDER

2018



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VP Education

a committee! Let us know what you are interested in and we will get you in touch with the right chair person.

I am honored to be your president this year and am sure we are going to make it awesome in 2018!

-Kristi

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

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

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Check us out on:



results through effective behaviors.

[Register now!](#)

LEADHR
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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.](#)

CH, CH, CH, Changes...

by Melissa Lockhart, Registration Chair



With the end of one year and the beginning of a new one, we often take this time to reflect on the past and usually decide to make some changes for the future. In the recent SHRM article, *HR in 2017: No Wonder You're Tired*, it goes through our year in review, and a lot happened. Some good things, some bad, and some totally crazy. But as HR professionals we were there to manage it all. Occasionally I will hear someone say that they hate change. I get it that people like what they are used to, but changes happen all the time. And usually it is needed.

As HR leaders we should be the change managers in our organizations. HR has evolved over time from a tactical role to a strategic business partner role, and that didn't happen overnight. It happened because HR professionals, like you, started making changes.

[Read entire article.](#)

Goals & Resolutions? Progress is key!

by Heidi Hartman

"Without continual growth and progress, such words as improvement, achievement, and success have no meaning" - Ben Franklin



Most of us are working on intentions or resolutions for 2018. I came across an article by Jennifer Cohen in Forbes and wanted to share the key concepts with you. When thinking about what drives us to (or away from) our goals, Cohen identifies success as seeing progress - that progress is the

true power behind achieving our goals.

If we continually work toward the goals / intentions we set, we inch towards them before we can taste achieving them. Most goals that are worthwhile, take a while to achieve, and we all like that instant gratification. Many of us don't make it past 2 weeks! Progress is the secret ingredient that will fuel the fire for you to accomplish greatness.

We gave up because after two weeks of working really hard at something you didn't notice any significant progress. This notion is applicable to weight loss, running a business, excelling in a career, changing your eating habits, and anything else that you may be working towards. Progress is being better today than you were yesterday. Progress is gradual but powerful.

Four steps that can help us get there:

Step 1: Never quit. This is something you really want after all, isn't it?

Step 2: When you want to quit, or tempted to quit and you almost give up - don't. You are passionate about making this change so stick to your word and do it.

Step 3: Keep being consistent until this new action becomes a habit. Habits are difficult to break. Positive habits are very powerful and can drastically change your life. Progress is power.

Step 4: See results and repeat the actions and habits you've instilled.

Progress is a reward for consistency on the journey to achievement. It requires determination regardless of the setbacks and challenges. Progress is power and has a direct correlation to the habits you create. The ability to create consistent positive habits leads to massive action which in turn leads to progress and ultimately results. And if you can create momentum by continuously progressing you can achieve any goal you set for yourself. Progress is power.

Let me know how you are progressing on your goals at our next TAHRA meeting!

See you soon - Heidi

Meet Our Newest Members!

Lourdes Vargas	CAP Tulsa	Olivia Martin	YWCA Tulsa
Angela Bunner	River Spirit Casino Resort	Darryl Daignault	Auto Turn Mfg
Josh McElhaney	Southern Nazarene University	Bob Dedeke	Dedeke and Associates
Wendy Gonzalez	HireCall Staffing	Joshua Jones	KKT Architects, Inc.
Natasha Hnizdo	Tulsa Spine & Specialty Hospital	Shelly Bauman	BH Media Group
Ann Willing	Saint Francis Health System	Wendy Harding	Oklahoma Central Credit Union

Allen Hood	Saint Francis Health System	Mark Pate	Saint Francis Health System
Kristen Miller	LMI Aerospace	Kysa Rowe	WPX Energy
Sylvia Anne Kelly	Cherokee Nation Businesses	Sarah Dial	Barracuda Staffing
Karen Mason	Inverness Village	Brittany Currier	Barracuda Staffing
India Towell	Saint Francis Health System	Bambi Howard-LaTray	HIV Resource Consortium Inc, dba Tulsa CARES
Katrinia Moss	Explorer Pipeline Company	Linda Frazier	Atlas Construction Group, LLC.
Chris Kyger	Rich & Cartmill	Stacy Davis	Bayshore Consulting
Sydney Dodd	Explorer Pipeline Company	Laura Marcum	
LaToya Gordon	People Source Staffing Professionals	Heather Walker	Webco Industries
Lindsey Asher	Tulsa Educare		