



Newsletter

Message from the President

Hello TAHRA Friends!



Has anyone seen *The Greatest Showman*? I might be a little obsessed. If you have or do see me putting on a performance in my car while driving around Tulsa, chances are pretty good that *The Greatest Showman* soundtrack is behind it.

One of my favorite songs is "This is Me". A little background for those of you that have not had the chance to see the movie yet... It is the story of P.T. Barnum and his rise to fame. According to the movie, he got his break with a show that featured individuals who appeared different from the rest. The individual in the movie who sings "This is Me" is the "bearded lady". The story tells about her coming to terms with her appearance, because of the show, and the song is about her acceptance of that.

Some of the lyrics to the song are, "I make no apologies, this is me", "And I'm marching on to the beat I drum", and many more. You get the idea. She is who she is, she is not ashamed, and everyone needs to just deal with it.

I LOVE this song! It has personal meaning for me and I'm sure for many others. From an HR perspective, I cannot help but think about the fact that our diversity (because we are all different and bring different experiences and ways of thinking) is so important. It's also important to accept others for who they are.

However, it has also made me think about the fact that we do not always get to be the unedited, un-apologizing versions of ourselves in the workplace. Although we are all different, it is our responsibility to be self-aware enough to know when we need to reign in some of those pieces of ourselves that might be a barrier to communication or productivity if we were to always give the 100% raw version. Personally, I work really hard to make sure that I learn as much as I can about my audience and try to tailor "me" so that I approach them in a way they feel comfortable with. At the end of the day, I think we can all agree, that we want to be heard. Sometimes, I have to change my gut approach in order for that to happen.

So, be you! Own you and I think, most importantly, know you so that when you need to soften or tweak to fit the situation, you can. Remember, in the workplace, to try to live by the Platinum Rule, treat others the way they want to be treated, not the way you want to be treated.

And... Go see the movie!

Kristi Spaethe, SHRM-CP, PHR
TAHRA President

March Program Meeting

Wednesday, March 14 |11:15am - 1:00pm|
DoubleTree by Hilton Hotel Tulsa - Downtown

Discipline and Discharge: Does it ever get easier?

Presented by Kristen L. Brightmire
Doerner Saunders

This presentation will discuss the challenges faced by HR Directors, HR personnel, and business owners in addressing employee performance and behavior issues. It will tackle some of the legal issues which can complicate these issues and provide some practical advice for day-to-day situations. At this program you will learn the best practices as to progressive discipline and communications regarding discipline and the legal pitfalls regarding discipline.

[Register Now](#)

Sponsored by:



March Learning Lab

Thursday, March 29 |2:30pm - 4:30pm|
OSU Tulsa North Hall - Room 106

Understanding and Investing in Veterans

Presented by Rue Limones

Rue served eight years as an Air Force officer and veteran. In her journey to corporate America, she discovered the inherent challenges of transitioning from the military to a civilian career, including the difficulties in translating her military experience and the hurdles organizations face in understanding the true value of a veteran. With additional support from a panel of veterans, this discussion will concentrate on increasing audience awareness of today's veteran population, challenging misconceptions about military members, relaying the panel's personal journeys and veteran investment message, and discussing real world examples of military resumes and job descriptions. The audience will gain a greater

understanding of the powerful opportunities and diversity of thought veterans bring to an organization and in their capacity to innovate, adapt, and positively shape the future of today's organizational leadership.

[Sign up](#)

LEADHR
OKHR 2018
CONFERENCE & EXPO



Are you looking for an HR conference to learn about the latest market and industry trends, meet like-minded people, and expand your network of prospective partners and clients?

It's right in your backyard ... right here in Tulsa at the 2018 OKHR Conference & Expo on April 24-26, 2018.

[More Information Here](#)

2017 TAHRA Annual Awards Winners Announced

At our February Program Meeting and Volunteer Recognition, TAHRA announced our annual award winners. Each year TAHRA recognizes two members who have displayed outstanding leadership and achievements in the Human Resources field.

Join TAHRA in congratulating our winners!



Richard J. Messer Excellence in Human Resource Management award winner, Heidi Hartman.

After 20 years in corporate HR, Heidi Hartman ventured out to pursue her greater purpose —something she now guides leaders, teams and organizations to do. As principal of Luna Sol Consulting, Heidi puts her experience in the trenches and extensive training to work for clients to understand the unique opportunities they



Outstanding New Professional Award winner, Ashley Philippsen.

Ashley is a leadership and professional development coach with nearly a decade of experience in education, curriculum design, diversity leadership development, and design. She redesigned the North Tulsa Development Council to form LEAD North, north Tulsa's premiere leadership development program. She also created the Thrive Tulsa program, helped the Tulsa

face and offer tangible solutions that lead to wild success! Heidi's expertise covers everything from coaching CEOs and customized team development to leadership development.

Heidi's clients range from Fortune 500 energy companies to local non-profits. Her passion for people translated in her interactive style helps clients of all shapes and sizes reach a myriad of goals. In addition to her Masters in HR, Organizational Development, Heidi studied at Oxford University, has her SHRM-SCP and SPHR and is a Certified Executive Coach. Heidi has served on the TAHRA board for 6 years, the OKHR State Council since 2015, and is currently the Eastern District Director for SHRM chapters in Oklahoma.

In addition to partnering with her clients to achieve success, Heidi spends time with Chris, their 2 daughters, 2 cats and 2 dogs and serves on several non-profit boards.

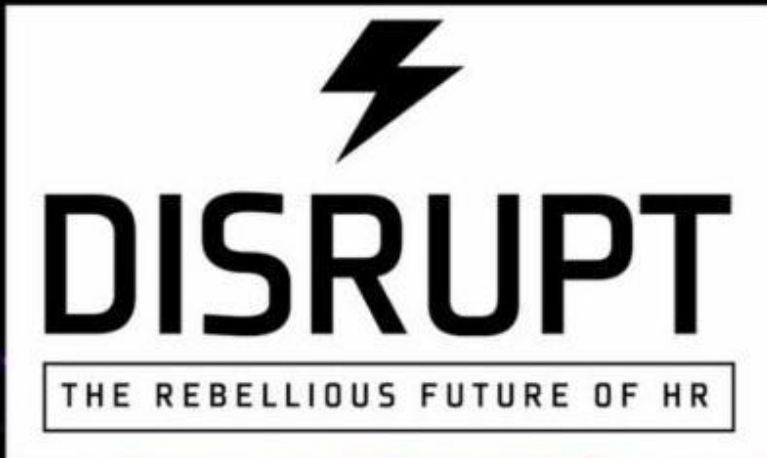
The non-profit Heidi chose as the recipient of the \$500 donation is DVIS, The Domestic Violence Intervention Services.

Hispanic Chamber launch the Hispanic Leadership Institute, and Leadership Dialogue Circles for minorities in the board internship program, New Voices.

In her most recent corporate position as a Managing Director of Teacher Leadership Development at Teach for America (TFA), Ashley managed a team of instructional coaches to cultivate strong classrooms and meaningful outcomes of more than 200 teachers across the Greater Tulsa Region. She began her career as a 2007 Teach For America corps member at YES Prep Southwest in Houston and in 2009 was the founding Dean of Students at YES Prep Brays Oaks. In January 2018, Ashley transitioned to Met Cares Foundation as the founding Executive Director.

Ashley is a volunteer who supports community and advocacy endeavors with her expertise and time. Her efforts have included her service as a member of the Junior League of Tulsa, Vice President of Diversity at Tulsa Area Human Resources Association, chair of the biannual Return on Inclusion Summit, former Teaching & Learning Chair of the Tulsa Legacy Charter School, and a Sunday school teacher at First United Methodist Church to name a few.

Ashley has chosen Community Food Bank of Eastern Oklahoma as the recipient of the \$300 donation.



ARE YOU TIRED OF THE SAME OLD APPROACH TO HUMAN RESOURCES?

DISRUPT IS A NIGHT OF 5 MINUTE FOCUSED TALKS FROM PROFESSIONALS WHO WANT TO SHARE THEIR IDEAS ON HOW WE CAN ALL MOVE OUR TALENT THINKING FORWARD.

TAHRA is proud to support Disrupt HR 2018!

Thursday, April 5 | 5:00pm - 8:30pm|

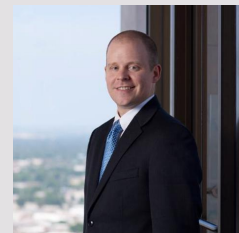
Hard Rock Hotel and Casino - Sky Room

Tickets and info available [here](#).

#MeToo, the Workplace and Title VII

by Jacob Crawford, J.D., VP-Legislative Affairs

In recent months, allegations of sexual harassment and misconduct have dominated the national headlines. Allegations against prominent Hollywood A-listers gave rise to the “#MeToo movement,” which encourages victims to bring to light instances of harassment and misconduct. While the media’s focus has been on Hollywood, the movement has empowered non-celebrity employees to report sexual harassment in the workplace. As a result, many employees are only now reporting allegations related to instances of sexual harassment that may have occurred years ago. The delay in reporting such harassment has serious implications for both employees and employers.



Title VII prohibits, among other things, sexual harassment in the workplace. If an employee wishes to file a lawsuit under Title VII he or she must first file a charge of discrimination with the EEOC within 300 days from the date the alleged harassment took place. After conducting an investigation, the EEOC will usually issue a Notice of Right to Sue. The employee must then file a lawsuit within 90

days of the date he or she received the Notice of Right to Sue. An untimely filed charge or lawsuit will likely be fatal to the employee's legal claim.

Some employers might be tempted to think the issue of delay is only a problem for employees. Not so! Often employees refuse to timely report harassment because the alleged harasser is the employee's direct supervisor. In such instances, if employees believe they cannot go around their supervisor to report harassment, many are likely to stay silent to avoid retaliation. Accordingly, the harassment never gets reported and the company may unknowingly have a supervisor exposing the company to numerous liabilities.

For this reason, employers should have in place a policy that encourages employees to report all alleged discrimination. The policy should identify persons to whom employees may report instances of discrimination, including persons to whom employees may report if they are uncomfortable going to their direct supervisor. Moreover, employers should regularly train their supervisors and Human Resources professionals on how to identify and address misconduct in the workplace. Such policies and practices not only help to create a positive work environment free from unlawful discrimination, but also provide important legal protection for employers.

Jake Crawford is an Attorney at Newton, O'Connor, Turner & Ketchum and can be reached at 918.587.0101 and jcrawford@newtonoconnor.com with questions related to Title VII, workplace policies, training, or other employment-related questions or concerns.



Save the date!
Return on Inclusion
featuring Joe Gerstandt

Wednesday, May 16
8:45am - 3:45pm
Cox Business Center
Registration open soon!

TAHRA wanted to share an event our members might find of interest regarding Inclusion:

Tulsa Area United Way Women's Leadership Council
invites all members and guests **regardless of gender, race, class, age, ability, or orientation** to:

A Community Case for Inclusion

This **interactive training** facilitated by the Oklahoma Center for Community and Justice (OCCJ), a human relations organization dedicated to personal and professional development techniques to teach understanding and respect for all people, will demonstrate what it means to be an inclusive community without

sexism, racism, classism, ageism, or ableism.

This is a world-class training especially designed for Tulsa Area United Way's affinity group members, partner agency staff, our valued donors, and their guests. We hope you will take advantage of the educational opportunity to help make Tulsa a better place to live, work, and raise a family.

[Click here to register](#)

Tuesday, March 13, 2018

7:30 a.m. - 11:30 a.m.

Greenwood Cultural Center

Free for WLC, ELS, and LUN members

\$10 for guests

T'Challa, King and Black Panther as an Awesome Leader

by Heidi Hartman, Past President

Chris and I went to see Black Panther opening weekend and got the last 2 seats left. Not only is it an amazing movie, the lead role T'Challa played by Chadwick Boseman also portrayed an awesome leader whom we can all emulate.

- Empathy - balance of head and heart – the right thing to do, and what is best for the country (big picture)
- Execution - willing to make difficult decisions after listening to others and get results
- Inspire others – to learn, be better and achieve more with technology
- Respect – for the past, people and those who challenge him as a leader
- Humility – balance of confidence and listening, allowing others to play to their strengths
- Giving back – sharing resources to help others grow

T'Challa said “In times of crisis, the wise build bridges, while the foolish build barriers. We must find a way to look after one another as if we were one single tribe.” What are each of us doing to build more bridges and looking after one another?

See you soon - Heidi

Member Spotlight

This month, we will start a new column in the TAHRA Newsletter. There was consistent feedback in the 2018 Member survey that said you want to hear about your fellow members. We listened!

We will start this new series with someone you probably all know but who is not technically a member. Julie Odom is the Chapter Management Professional for TAHRA which, translated, means she is employed by TAHRA, and extremely appreciated. Although not a member in its truest form, you told us (through the survey at the last program meeting) that you wanted to learn more about her. So... much to her dismay, here is a little Q&A session to help you learn more about Julie.

Overview of your past experience: I have a Bachelors of Social Work from NSU. Previously, I have worked in medical billing, taught preschool and worked as a case manager.

What do you enjoy about your role? I thoroughly enjoy the people that I get to work with as well as the freedom that my position allows me.

Years with TAHRA: 10

What is your favorite part of your TAHRA membership? My favorite part of my membership is the opportunities it allows me to meet people in the community. I also enjoy working with the board members each years on goal setting and assisting in achieving these goals.

What do you do when you are not at work? I like to cook and spend time with my husband of 27 years, my wonderful kids and two precious granddaughters. We enjoy taking family trips and playing games.

Who is your hero and why? I have many heroes. I admire so many different people for so many different reasons. I love to watch people grow and overcome adversity to achieve their goals. My heroes range from members of my family, people I have met while in TAHRA and of course, some famous public figures.

What is your proudest accomplishment and why? My proudest accomplishment is raising my children and watching them grow into productive adults.

If you could eat one meal for the rest of your life, what would it be? TACOS!

Welcome to our newest members!

Jena Jackson, Infinite Packaging Group
Valerie Sharpsteen, The Bama Companies
Venisha Simpson, Warehouse Specialist
Rhonda Strange, Student
Julie Casteen, City of Coweta
Ryan Rahal, CS3 Technology
Heather Heffner, BlackHawk Industrial
Deborah Pengelly, City of Glenpool
Audrey Stone, Carlisle Brake and Friction
Heather Ruth, Quik Print of Tulsa
Susan Johnson, University Village Retirement Community
Jeff Oujiri, Faith Technologies
Heidi Sebastian, GDH Consulting
Lee Timmons, Cowen Construction
Seth Points, Addison Group
Kelly Clark, GDH Consulting
Christy Keim, The Bama Companies
Patsy Guerrero, Ruhrpumpen Inc.
Deborah Westin, Dura-line/Mexichem Corp
Kim Lively, V Point Solutions
Darlene Holland, Ruhrpumpen Inc
Katie DeSotel, Brooks Grease Service
Stacey Hicks, CAP Tulsa
Jamie Lalumendre, eLynx Technologies LLC

Natalie Linsky, CAP Tulsa
Tonya Caves, Osage Casino
Rebekah Cheary, OK Air National Guard

Note: We will not have a Program Meeting or a Learning Lab in April so that you may attend the OKHR State Conference!



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