



Newsletter

Message from the President

Helllooooo My TAHRA Members!

I've missed you! This summer has flown by and I have made some great memories! I genuinely hope you have been able to do the same.



One of the best parts of my summer was being able to attend the National SHRM Conference in Chicago. This was a gathering of a mere 22,000 of my closest HR friends. I may or may not have cried a little when I walked in the first day.

I had so many incredible experiences while in Chicago. I won't list them all but a few of my favorites were: Getting to hear Adam Grant speak for the first time (mind blowing); Walking 5 miles my first day there in 97 Degree heat (not pretty); Meeting new friends from Curacao; Having my first, true Chicago Dog (again, mind blowing); and my favorite, getting to hear Sheryl Sandburg speak.

I have admired Sheryl Sandburg for a long time and hearing her talk was on my bucket list. She did not disappoint. There were so many great nuggets from her talk but I will share with you my favorite. Regarding diversity and inclusion, she shared that "Diversity is who sits at the table, inclusion is who is heard". Very simply stated and a great explanation. She stressed the importance of making it ok to for EVERYONE to talk about issues with people who are different than them. If we attack people when they try to have a voice we silence their voice and make it so that only certain people can have input.

If you haven't already, you might look up Sheryl Sandburg and, I will be following Adam Grant a lot more closely. SHRM has also announce that Brene Brown will be the Keynote for next year's conference. Just one more person to look up.

I hope I see you at an upcoming event. We have an action-packed Fall planned with some great opportunities for our members. Enjoy these last few weeks of summer!

Kristi Spaethe, SHRM-CP, PHR

August Program Meeting and Supervisor Training

Wednesday, August 15

Program - 11:15am - 1:00pm

Supervisor Training - 1:30pm - 3:30pm

Stoney Creek Hotel and Conference Center

Recent Developments and Trends in Labor and Employment Law

Presented by Kirk Turner, J.D.

Join us in August as Kirk Turner of McAfee & Taft provides updates on recent developments in state and federal labor and employment law. He will provide attendees with information on recent litigation, regulatory and legislative developments affecting public and private employers of all sizes and the Human Resources profession.

At this program attendees will:

- Gain an understanding of current litigation against employers;
- Gain an understanding of regulatory and legislative developments affecting public and private employers;
- Gain an understanding of how to best handle current hot issues in the area of labor and employment.

Immediately following this program meeting, Kirk will conduct a two-hour training session for managers and supervisors. He will provide education and training in the critical areas of harassment and discrimination prevention, wage and hour compliance, how to properly communicate expectations and document performance in the workplace, and the importance of conducting clear and accurate performance evaluations. This training will better educate managers and supervisors about the legal importance of their roles as leaders, the need for employment law compliance and how to effectively communicate (including electronic communication and on social media), document and manage employees they have the opportunity to lead.

The fee for this supervisory training is \$70 per person and registration is in addition to the program meeting (\$20 Members, \$30 Guests). Register six (6) or more individuals from the same company attend and receive the discounted rate of \$60 per person.

[Learn more here](#)

Sponsored by:

August Learning Lab

Thursday, August 23, 2018 |2:30pm - 4:30pm|

OSU Tulsa North Hall Room 106

**Build Your Ideal Workforce: Registered Apprenticeship
Presented by Jenna Morey**

Oklahoma will soon face a critical shortage in the number of skilled workers available to fill in-demand jobs and grow the state's economy. Registered Apprenticeship provides employers with the opportunity to build their ideal workforce for the jobs of today and tomorrow.

At this lab you will be able to:

- Define Registered Apprenticeship
- Identify the components of Registered Apprenticeship
- Describe the benefits of Registered Apprenticeship
- Evaluate workforce needs to determine if Registered Apprenticeship is a good fit

[Sign up](#)

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HUB

The advertisement features a blue background with a grid of small white dots at the top and bottom. The text is centered and uses a white, sans-serif font. A white button with rounded corners contains the text 'CLICK HERE' in blue. The HUB logo is positioned in the bottom right corner.

Age Diversity in the Workplace

by Stefan Mecke, VP of Education



My family spent most of our summer weekends on the road travelling to remote locations to chase our son's hoop dreams. We were often fortunate to have a team-mate travelling with us on these trips which tended to involve a great deal of down time on the road. While most of this down time was consumed by electronics and noise cancelling headsets, my wife and I decided to try to work in some new experiences, memories, and even mentoring for the boys. We first started researching restaurants that were off the path from the navigator's guidance and journeyed into the fringes in search of new eateries. Some of the more memorable finds in the outskirts of Oklahoma were (i) Pops in Arcadia on Route 66, (ii) Roseanna's Italian Food in Krebs (Oklahoma's Little Italy) and (iii) Sherrer's Diner in Durant. [Read entire article.](#)

Member Spotlight

We hope that you are enjoying getting to know a few of our members. This month, we want to introduce you to Travis Jones, CEO of Career Development Partners. While we are sure that most of you know him as a long time TAHRA member, we thought you would enjoy hearing more about him. If you don't know him, most of the time he can be found at our Program Meetings. Introduce yourself!

Overview of your past experience:

President and owner of The Everclean Companies for 19 years. We cleaned over 200 buildings in Tulsa. Joined Blazer Services with my best friend Steve Blazer and began understanding the temporary staffing business then he sold out and I purchased Personnel Consultants and continued in the staffing business for a total of 12 years. When I sold PC I purchased Career Development Partners in 2005. Expanded that business to professional and executive recruiting, coaching and career transition assistance. I have loved every job I have ever had.

What do you enjoy about your role? We help companies to impact their employees in a positive way whether they are being hired on, developed or moved on to a new career opportunity.

Years with TAHRA: 20+

What is your favorite part of your TAHRA membership? I love to learn from others and contribute to their success. I think TAHRA is a great place for our members to feel safe and be able to share and grow in their profession. I enjoy greeting the members and making connections for new members.

What do you do when you are not at work? I love to mow my grass (I have

been known to cut my grass two times a week). It is my time to process and think. I enjoy my wife, 3 kids and their mates and 11 grandkids. Keeping up with them is fun.

Who is your hero and why? My business professor at John Brown University Dr. Marc Gilbert. He taught me the value of understanding that everyday is important and I must use it well, because it will impact tomorrow.

What is your proudest accomplishment and why? To see all three of my kids grow up to love and serve God and train up their children to do the same. I treasure the lessons I have learned that I have been able to pass on to the next generation. Many of those lessons were from my failures that transformed my life for the better.

If you could eat one meal for the rest of your life, what would it be? Bacon and eggs with buttered and jellied toast and a nice cup of coffee.

Conflict does not have to be a dirty word... It's Necessary for Success

by Heidi Hartman, OKHR State Council District Director-East

In any work environment, conflict is a normal, healthy part of working with others. And yet, many of us go out of our way to avoid it – part is what I call the “Oklahoma nice”. We don’t want to hurt someone’s feelings or get too personal. We may even think it will hurt our relationship. It actually hurts our performance – and our organizations as well as our relationships if we don’t have conflict.

I’m not talking about in your face, make my day kind of conflict. We need to get more comfortable with disagreements. Conflict scares many of us because we think it’s about us as an individual. If someone disagrees with me, they don’t like me.

Those of us in leadership need to model the way and let folks know it is alright – even encouraged to disagree and everyone should bring their ideas forward in a respectful and productive way.

Moving a work conflict away from the personal, look at the business need and the bigger picture. Disagreements are often around objectives and processes. When you and a colleague have different views about something, ask yourself: Why is this difference of opinion an important debate to have? How will it help the organization or the project you’re working on? The more you can keep a conflict focused on the business, the better chance you have of resolving it in a way that benefits everyone. We also should have clearly defined values for our organization that guide our behavior in a healthy productive way.

Work at reframing conflict from something to avoid, and instead encourage all ideas and voices to the table in a productive and respectful manner.

Member Recognition

TAHRA would like to congratulate, TAHRA member, Justice Waidner Smith. Justice was recently named one of DiversityMBA 2018 Elite TOP 100 Emerging Leaders. Justice is currently the Diversity and Inclusion Manager for ONEOK.

DiversityMBA, is a national leadership organization integrating diversity and inclusion with talent management. This is the twelfth annual list of Top 100 under 50 emerging and executive leaders with advanced degrees. This group is selected from a broad spectrum of companies with a global reach. This award is uniquely special because you can only achieve it once and you must have an advanced degree or certification.

Way to go, Justice!

Welcome to our newest members!

Stephanie Duran GableGotwals
Naly Vang Student
Taylor Finley Student
Teri Smith Enovation Controls LLC
Shannon Joiner Central Security Group
Kerrie Robison Cypress Energy Partners, L.P.
Sheila Hawes Trulite Glass & Aluminum Solutions
Trina Evans Rooney Holdings, Inc
Jan Ferlin Pryer Aerospace, LLC
Jordan Washburn Enterprise Holdings
Kim Scott Hillcrest Medical Center
Sarah McDonald-Smith
Olivia Williams Mednax
Mark Forbes Strategic Retirement Partners
Kelly Hathcoat LUXA Enterprises
Morgan Vaughn Norris Rods
Kelly Smith Paychex
Domonique Hilaire Premier Truck Group
Paul Hammond Ok Air National Guard
Aaron Baker PHS - Portable Health Solutions
Miriam Idrisi Metro Builders Supply, Inc.
Volha Mironava Hahn Appliance Center
Dianna Emerson Legal Aid Services of Oklahoma
Melissa Irby RCB Bank
Cindy Stafford A & M Engineering and Environmental Services, Inc.
Heather Hodge Prime Industrial Recruiters
Joy Moody Prime Industrial Recruiters
Becky Greene The Bama Companies

Mark Your Calendars!

- **TAHRA Sponsors Disrupt HR Tulsa v3.0**
Rocking Your Socks!
Thursday, September 13 |5:00pm - 7:30PM|
*TAHRA members, use promo code **TAHRA** and receive **\$10 off your registration.**
Click [here](#) for more details.
- **Program Meeting**
From Threat to Thrive: Improving Performance Management through Neuroscience
Wednesday, September 19 |11:15am - 1:00|
- **Learning Lab**
HR 101/HR Department of One
Thursday, September 27 |2:30pm - 4:30pm|
- **Networking Event**
Mentorship Connection
Thursday, September 27 |4:30pm - 7:30pm|

Click [here](#) to view our calendar!



Thursday, August 23
7:30am-9am

Tulsa Tech
Lemley Campus
3420 S Memorial Dr.
Tulsa, OK 74145

Health Sciences
Building - Room 3117

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MAKERS, BUILDERS AND DREAMERS BREAKFAST

KEYNOTE:

Dana Weber, CEO, Webco

This event will recognize Emerging Manufacturing Leaders and highlight upcoming opportunities with Dream It Do It, a program that showcases manufacturing careers to youth

Hot breakfast included

RSVP to stephaniec@aaon.com
or 918-688-9796

Sponsorships available

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