



## Newsletter

### ***Message from the President***

Happy September, TAHRA Members!

This is my favorite season of the year! I love colder weather, the fall holidays with my family and so many other aspects of this season (No thanks, pumpkin spice).



My fall is shaping up to be a busy time for work and play. I'm excited about everything that's headed my way. When I think about all of the fun projects that I get to work on this fall, it doesn't take long for me to think about, and be appreciative of, my network that has helped me get where I am and, specifically, my mentoring network.

In the early part of my career, I did not really have an opportunity to be mentored. Not a sob story, it just didn't work out that way. I did not understand the importance of, or what great things could come from that relationship so I did not actively seek it out. Now, I see so many emerging leaders understanding the importance, actively seeking out those relationships, and growing exponentially in their careers.

I now have the pleasure of being mentored by several incredible role models and also have the opportunity to give back by mentoring some fabulous emerging leaders that will probably, eventually pass me in my career (success!)

They say that there is no unselfish deed and I tend to agree, especially when it comes to mentoring someone. First, it feels great to understand you could be a small part of someone's growth. Second, it is so much fun to watch what your mentees do. Third, 10 times out of 10, they teach me! If you check your ego at the door, I promise that you will learn just as much from your mentees as they do from you.

I know, some of our loyal newsletter readers are thinking, "She's already written about mentoring this year". Correct, loyal readers. I have chosen to write about it again for a few reasons. It has been so important in my success in the past few years that I think it warrants another discussion. AND.... We happen to be having

a fantastic networking event this month designed to provide organic mentorship opportunities.

You spoke and we listened. TAHRA members have asked for a program to assist our members with finding mentors and a program for our experienced members to be able to give back and mentor as well. We have chosen to provide an organic opportunity in a networking event rather than a structured program, which would most likely not be sustainable.

Please check out our website for more information and to register for the Mentoring Networking event in September. There is no cost for members or guests, so invite your friends and colleagues. We have a packed fall with many opportunities for you so please go check them all out now.

Happy fall TAHRA!

Kristi Spaethe, SHRM-CP, PHR  
TAHRA President

---



TAHRA is proud to support DisruptHR Tulsa v3.0:  
**Rocking Your Socks September 2018!**  
**Thursday, September 13 | 5:00pm - 7:30pm |**  
**First Place Tower | 15 East Fifth**  
41st floor, Valet parking provided  
Tickets and info available [here](#).

## September Program Meeting

Wednesday, September 19 | 11:15am - 1:00pm |

DoubleTree by Hilton Hotel Tulsa - Warren Place

### From Threat to Thrive:

## Improving Performance Management through Neuroscience

Presented by Bill Fournet

Do you look forward to giving performance reviews? Likely not, as research shows us. The traditional way of doing performance reviews, including compensation models, isn't working. Many employees often go into defense or flight mode, impacting engagement. From how we conduct the conversation, to how we align the performance management system to overall strategies, understand how to leverage neuroscience to achieve the desired performance outcomes.

[Register here](#)

*Sponsored by:*



## September Learning Lab

Thursday, September 27 | 2:30pm - 4:30pm |

**Tulsa Federal Credit Union - Main Branch**

### HR 101/HR Department of One

Presented by Kristi Spaethe, SHRM-CP, PHR

This session is designed to prepare and assist multiple groups and levels of professionals, from the newly appointed HR professional with no HR background, to the Business Owner who wears "all the hats", to the HR professional who finds themselves in a Department of 1 role with limited previous experience in that scope. There are many aspects to Human Resources and the look and feel of those aspects can be greatly affected by the organizational view of what HR should look like. There are also tips, tricks and best practices for newly appointed professionals, whether seasoned or emerging, that can help ease the transition.

[Sign up](#)

# TAHRA NETWORKING

## MENTORSHIP CONNECTION NETWORKING EVENT

September 27, 2018  
| 4:30 - 7:30 p.m.

[Register by  
September 25, 2018](#)

Fox & Hound Bar  
and Grill  
7001 South Garnett  
Road  
Broken Arrow, OK  
74012

[foxandhound.  
com/broken-  
arrow/](http://foxandhound.com/broken-arrow/)

Have you been thinking about giving back what has been given to you through mentorship, or just want to be able to help the next generation of emerging professionals? Sign up to be a mentor!

Have you been thinking about moving your career to the next level with the help of someone who's "been there, done that"? Sign up to be a mentee!

Make plans to attend this great evening of networking and new relationships! This event is free to TAHRA members and guests.

[RSVP HERE](#)

### Take the Lead. Become SHRM-Certified.

Earn the SHRM Certified Professional (SHRM-CP<sup>®</sup>) or SHRM Senior Certified Professional (SHRM-SCP<sup>®</sup>) and prove your knowledge, competency and value to colleagues and to employers looking for a competitive edge in today's global economy.

TAHRA is now offering a SHRM Learning System study group to expand your HR knowledge and competencies to prepare you for SHRM certification exams.

This study group is scheduled for Friday, October 26 - Sunday, October 29 and is designed for individuals interested in preparing for the SHRM-CP/SHRM-SCP exam, achieving professional advancement and building confidence for addressing today's HR challenges. Purchase of SHRM Learning System is required (\$515).

## Study Group Tools: 2018 SHRM Learning System

This study group is based on the SHRM Learning System, a comprehensive exam preparation tool that combines online learning modules and interactive study tools based on the SHRM BoCK to help understand and apply behavioral competencies & HR knowledge.

To sign up for this course please contact [admin@tahra.org](mailto:admin@tahra.org).

---

## Member Spotlight

This month our member spotlight will feature Katrina Dougan. Katrina is a Senior Consultant, Human Capital Strategies at HoganTaylor, LLP. She has been a TAHRA member since 2016 and has volunteered on several TAHRA committees including Legislative and Diversity and Inclusion. We hope that you will get to know her!

**Overview of your past experience:** Since earning an MA in Industrial/Organizational Psychology, I have had over 15 years of experience in a wide variety of human resources roles from HR Analyst, to HR Business Partner, to HR Manager, and currently Senior Consultant with HoganTaylor's Human Capital Strategies Advisory practice. I have enjoyed working in a variety of industries including manufacturing, parking management, customer service, real estate and development, and not-for-profit. I have learned (over time) that I really enjoy both the detail and nuance of HR (such as employee relations/employment law and payroll/benefit administration) as well as integrating all of the parts with the vision and strategy of an organization (such as through organizational/leadership development, coaching, and change management initiatives).

**What do you enjoy about your role?** I enjoy the ability to work and collaborate with highly specialized professionals both inside and out of human resources and organizational development. The cross-functional teams that are continuously formed over projects and clients create the need (and means) for continuous learning, as well as the flexibility in tailoring solutions to our clients' unique needs.

**Years with TAHRA:** 2.5

**What is your favorite part of your TAHRA membership?** Being able to meet and easily stay in touch with other professionals with ties to HR, as well as learning from all of the different experiences and perspectives they bring.

**What do you do when you are not at work?** Spending time with family, especially over meals (my husband is an incredible cook), as well as practicing yoga, and I will admit reading A LOT about HR.

**Who is your hero and why?** Viktor Frankl, an Austrian neurologist,

psychologist, and also a Holocaust survivor. He emphasized that irrespective of an individual's unique circumstances, how you "choose" to view and to a great extent find meaning in the difficult, challenging and messy parts of life significantly impacts the overall course of your life.

**What is your proudest accomplishment and why?** Our "fournager," Olivia. I'm biased of course, but her ongoing curiosity, kindness, tenacity and fearlessness are so much fun to watch in action. My favorite is when she tells us that she simply needs to practice more when she's not quite grasped or learned how to do something "yet."

**If you could eat one meal for the rest of your life, what would it be?** Definitely sushi

---

## **Emotional Intelligence: Understanding and Self Awareness**

by Nancy Gunter, Past President

Rev. Dr. Paula Stone Williams (67 years old) has lived life as a man..... and as a woman. In her Ted Talk she gives an opportunity to understand self awareness, through humor, from a profound angle. She had known since about age 3 that she was in the wrong body but continued to live life as a man until 2014. She was married for 40 years, has three children and five granddaughters. She was the pastor of a large evangelical Christian church.... until she transitioned at which point she lost a job that was her calling as well as her passion. She explains how she understands herself quite differently now partly due to being able to see things from different perspectives. She says "I just didn't know what I didn't know". When it comes to self awareness being able to see in yourself what others see is imperative. No matter who you are or how you have lived your life to this point, being able to understand who you are and how others perceive you is critical to your awareness of self. ([Continue reading entire article](#))

If you would like to receive further information from Nancy regarding Emotional Intelligence or other leadership topics, please text NANCY to 66866.

---

**Know someone outstanding in HR? A role model for others? HR professional new to the field and amazing? Nominate them for a prestigious award TODAY!**

As a TAHRA member, you have the opportunity to recognize a dedicated fellow member by nominating them for one of our annual awards, the Richard J. Messer Excellence in Human Resources Management Award and the New Professional Award.

### **Richard J. Messer Excellence in Human Resources Management Award**

This special award was designed to recognize outstanding leadership and achievements in the human resources field. The recipient is an individual who serves as a role model for others, sets the standard by which others are

measured and unselfishly gives of themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member (3 year minimum) of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated. The award is named in Honor of Rick Messer who was one of the founding members of TAHRA who became a National Chairman of SHRM as well as the founding Chairman of HRCI.

The award consists of a \$500 cash donation to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter.

### **New Professional Award**

This special award is designed to recognize an outstanding new professional in our organization. Any TAHRA member with five years or less in the human resources field with the exception of the Awards Committee participants, is eligible to be nominated.

The award consists of a \$300 cash donation to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter.

To nominate someone, please first speak to them to gain their permission, then please contact Brandon Brazeel, VP of Leadership Development at [brandon.brazeel@sherwood.net](mailto:brandon.brazeel@sherwood.net) and we will do the rest.

Please submit nominations by Friday, October 12th.

Self nominations are allowed and encouraged.

Criteria for the awards include: categories of self development; chapter contributions; community and civic involvement and leadership.

---

### **TAHRA Facebook Community Page**

Congratulations to Sunny Martinez for winning the drawing for a \$25 Gift Card. Sunny participated in the TAHRA Facebook Community page in August and was entered into a drawing for doing so. If you have a question for TAHRA members or would like to be involved in helping answer questions, check out our TAHRA Facebook Community page. We will run the contest one more month in September so be sure and comment today!





## Considering Military Veterans to Help You Meet Your Hiring and Retention Goals

As many of you know, there is an ever-widening labor gap in the heavy industry, energy, and manufacturing sectors. Skilled workers are retiring at a much faster pace than they are being replaced. What you may not know, is that at the very same time, our nation's military veterans are experiencing widespread underemployment, and difficulty finding a career where their skills and work ethic are fully utilized. Studies show that former service members are consistently more productive, more safety conscious, and more likely to stay with a company long term, but there is a disconnect between our nation's veterans and the companies who could use their talent.

NextOp is a nonprofit organization that works one-on-one with veterans and corporations to bridge that gap. Since 2015 we have placed over 1,200 military veterans into industry careers and the numbers have been steadily increasing each year. We help veterans transition their skills and experience into language that a human resources team can understand. We also partner directly with corporations to understand their hiring needs so that we can pipeline military talent directly to their organizations.

To learn more about our work with veterans and corporations, you can visit our website at [www.nextopvets.org](http://www.nextopvets.org) or email us directly at [mia@nextopvets.org](mailto:mia@nextopvets.org).

---

### Welcome to our newest members!

Jodi Downey - Tulsa Federal Credit Union  
Sue Mosher - Synergy Wellbeing  
Jayne Broughton - DISH Network  
Vanessa Varvil - The City of Broken Arrow  
Heather Fuller - HoganTaylor LLP  
Sara Carter - Miller Truck Lines, LLC  
Heather Mathias - US Beef Corporation

---

### 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|
- **SAVE THE DATE! TAHRA Employment Law and Practices Seminar -**  
Thursday, November 1. Registration open soon!

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



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)