



Newsletter

Message from the President

Hello TAHRA Friends,

I LOVE TEAMS!



I love everything about them, even the hard stuff. Not sure if I have ever told you that.

I love being a part of them, watching them grow, helping them achieve their goals, understanding the roles, and the respectful challenges that happen within.

We all know that interview question, “What role do you play on a team?” (It’s a personal fave), and we all know that standard answer, “Leader”. When I talk about team roles, I like to dig deeper. Are you the cheerleader/motivator, supporter, fact checker, starter/finisher, or my personal role, the clarifier? This is a great conversation to have with all of the teams that you are a part of, if you haven’t already. By trying to understand our team members perceptions, we only move forward in solidifying our teams.

And speaking of teams... I have been so fortunate this year to be a part of a pretty fantastic one, if I do say so myself. The TAHRA Board of Directors is made up of individuals that help represent our organization, help make it run smoothly, and help make it great!

I have watched our team go through the stages this year and am so glad I have been able to be a part of it. I have watched the support of each other, the challenges we have waded into, great discussions, laughter and needle-moving. These are people that give up their time because they care about Human Resources in Tulsa and you as members.

The next time you see a board member, thank them. They do great stuff for us and I am so grateful for them.

I hope you enjoy your Thanksgiving, your family, and hopefully a nice post-feast nap.

Special Panel Event

Tuesday, November 13 |2:00pm - 4:00pm|

Tulsa Central Library - Aaronson Auditorium

The Impact of Medical Marijuana on Your Organization

Confused or concerned about the impact of medical marijuana on your organization? Keep reading!

The Tulsa Area Human Resources Association, The Tulsa Chamber and Workforce Tulsa are partnering to conduct a Medical Marijuana informative panel session on November 13th from 2pm - 4pm at the Central Tulsa Library. The four person panel will have representatives from the Legal, Human Resources, Safety and Medical professions. This educational opportunity will provide information on current status of the legislation around medical marijuana and will also provide best practice information within each of the represented areas. Attendees will be able to take away actions for implementation within their own organizations to support their workforce and protect their organizations.

Panel Members:

Kirk Turner, McAfee & Taft

Penny Horton, Human Resources Consultant

Brad Petty, National Occupational Medical Services

Dan Schmidt, D&L Oil Tools

[RSVP HERE](#)

November Program Meeting

Wednesday, November 14 |11:15am - 1:00pm|

Renaissance Tulsa Hotel and Convention Center

Multipliers: How Great Leaders Maximize Their Organization's Effectiveness

Presented by Sean Kouplen

Chairman & CEO, Regent Bank

At this program, Regent Bank Chairman & CEO Sean Kouplen will discuss how multipliers help the people around them grow and maximize their effectiveness, thereby propelling their organization to achieve goals they never imagined. Kouplen will share key leadership insights and specific strategies Regent Bank has used to achieve 50% annual growth and many 'best places to work' awards over the last ten years.

At this program you will:

- Learn strategies for improving employee engagement and corporate culture scores.
- Learn strategies for developing a high-performance culture.
- Learn why certain leaders grow their employees while others don't (and look for those leaders in the future.)
- Re-evaluate ourselves as leaders to determine if we are multipliers or diminishers.

[Register here](#)

Sponsored by:



December Learning Lab

Thursday, December 6 | 2:30pm - 4:30pm |
OSU Tulsa North Hall Room 106

Setting a Winning Cadence in an Environment of Constant Change

Presented by Scott Cooksey

Today's work environment is in a state of constant change making it difficult to maintain a sense of momentum and control. Successfully influencing leaders across today's rapidly shifting terrain requires employees at all levels to demonstrate tremendous levels of commitment, coordination, and communication.

At this lab, participants will learn illustrative examples and practice using tools and techniques designed to guide HR professionals to adjust to what is out of their control by focusing on what is in their control and identifying opportunities to stay on track.

Participants will be able to:

- Confidently communicate & facilitate progress activities with all involved, from senior leaders to front line leaders;
- Maintain a positive, forward-focused culture of trust throughout the change process;
- Effectively anticipate potential setbacks while maintaining a forward momentum of redirected initiatives;
- Promote successful execution of projects while maximizing engagement and performance of individual team members; and
- Deliver bottom-line results while positively impacting partnerships throughout your organization.

[Sign up](#)



COUPLE'S GOAL-SETTING WORKSHOP

SAT, JANUARY 12, 2019
9AM-4PM

HYATT REGENCY
DOWNTOWN TULSA
\$495/COUPLE

ATTEND & LEARN

Make 2019 a Breakthrough Year in Your Life Together
Goal-Setting Best Practices for Couples
Align Priorities with Your Partner
Focus on What's Most Important to You Both
Understand Your Partner's Goals & Dreams

**RESERVE YOUR SPOT TODAY,
LIMITED SPACE AVAILABLE!**

EXCEPTIONALLEADERSLAB.COM/EVENTS

This is a paid advertisement.

Transitioning Professionals Meeting

Wednesday, November 28 |11:30am - 1:00pm|

Location: TBA

Come and join us as we continue our focus group to brainstorm and implement ideas on how to be a resource for those wanting to get into the HR field and for those that are already experienced in the field but are looking for a new job. Our next meeting date has been set for Wednesday, November 28 at 11:30. At this meeting we will discuss the following items:

- The September mentorship networking event
- Future events/ideas to continue to drive mentorship
- Resources for transitioning professionals and emerging professionals
- What are some 2019 goals this group can tackle?

Please invite your friends and colleagues, TAHRA member or not. Come with questions and ideas as well! If you have any questions or ideas before the meeting please contact Brittany Carrier at bcarrier@barracudastaffing.com.

Watch Out for Non-Verbal Communication

by Heidi Hartman, MHR, SHRM-SCP, SPHR, OKHR State Council District Director - East

According to a study done by Harvard Business Review **93%** of our communication is what comes across from non-verbal and only 7% are the actual words we say. That blew me away – our tone, inflection, facial expressions and body posture is such a huge part of what comes across to others.

As HR professionals, we have the opportunity to “read” others, be it with the executive team, a room, or individuals. Joe Navarro who is a former FBI Agent and expert on reading non-verbal communication shares that the limbic brain is where the action is and gives us the true response as our emotional center.

We can learn the language of these cues by being aware of how we experience people at their most comfortable, and how behavior may change when the environment changes to stress or discomfort. Navarro’s book “What Every Body Is Saying” provides some great tips on reading others. The one I found most helpful was to watch other’s feet. If pointing away or toward the door, chances are they do not want to have the conversation or may be hiding information. It may also mean they are late and must go to another meeting. If their feet are pointing toward you, they are more apt to feel comfortable.

The key is to make others comfortable, look for changes to their base behavior, ask questions and watch their feet. It is best when there is an unobstructed view, so you have full observation of others. Now we can all practice in reading others and that is how we get better by learning the language of non-verbals.

Look forward to seeing you soon – *Heidi*

We are still seeking nominations for our annual Awards! Nominate someone 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.

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.

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 and we will do the rest.

Please submit nominations by **Friday, November 30th!** Awards will be presented at our January Program Meeting.

Self nominations are allowed and encouraged.

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

SHRM membership plus TAHRA membership is a perfect combination. But for SHRM-certified professionals, tis the season to snag a good deal.

Act now! Don't let your credential expire!

We are nearing the end of the year and this is a perfect time to complete your To-Do-List and submit your SHRM Recertification application. As a member of your SHRM Chapter, we are pleased to share an exclusive code for \$15 off the SHRM Recertification fee for all applications submitted on or before December 31. Don't delay! Take advantage of this time sensitive \$15 off promotion and recertify your SHRM-CP or SHRM-SCP credential.

Please use code **15OFFCSC** when prompted on the payment page of the Recertification Application.

Potts Family Foundation

The Potts Family Foundation (PFF) and the Oklahoma Human Resources State Council (OKHR) are committed to recognizing employers throughout the state who intentionally help their employees balance work and family responsibilities. As an extension of our focus on early childhood investment, we are ready to assist Oklahoma businesses in this effort of helping their employees by developing and promoting Family Positive



Policies & Practices. Many of you already have them in place, so why not be recognized?

Please consider applying for the 2019 Family Workplace Certification/Recognition by filling out the online application at:
<https://www.surveymonkey.com/r/BJHZVTF>

Welcome to our newest members!

Kelsey Parker Cintas
Laura Sanders City of Bartlesville
Leilani Hickson Cleveland Area Hospital
Kati Moore Student
Shannen Cape Alert 360
Victoria Young HUB International Mid-America
Autavia Sharp Oklahoma Chiller Corp
Tia Fuller The Riverside Group Inc
Shannon Fondren Vision Air Services LLC
Marilyn Surber Melton Truck Lines

Mark Your Calendars!

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- **Learning Lab**

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

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RESOURCE MANAGEMENT

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