



## Newsletter

### February Program Meeting

Wednesday, February 20 |11:15am - 1:00pm|

Location: Tulsa Country Club



### Off the Beaten Path: Revising the Performance Model for Feedback Fluency

Presented by Linda Clark, MHRM, SPHR, SHRM-SCP, CMC

We expect everything in real-time from weather forecasts, text messaging, and the miraculous appearance of groceries within hours. Our human resources strategies, long lauded for structure and standardization are now asked to be business responsive with analytics in real time. This includes the shifting sands of performance measurement and feedback, with the continuing need to frame and structure strategies.

Performance reviews are a double header of noble intent and poor reputation as managers often feel burdened, and even HR professionals often think it's a system that has lost its way. Let's talk about how we can leverage in-place models with creative problem solving approaches to add elements of flexibility and timeliness to the performance process.

See Linda in action [here](#).

Sponsored by:



REGISTER

## February Learning Lab

Thursday, February 28 | 2:30pm - 4:30pm |

OSU Tulsa North Hall - Room 108

### The Cliffs of Insanity: Consequences of an Undisciplined Workforce

Presented by Rhonda Siex, SHRM-CP, PHR

Discipline is something every HR professional has to manage and it's never fun! This session will provide insights for HR and supervisors with the intent to turn the process into a positive experience for all. This session looks at what is and isn't discipline, what can go wrong if you avoid it and why it is necessary.

Considerations of timing and tools of the process are discussed in an attempt to address the never ending list of questions surrounding workplace discipline.

Sign up

THE | PERSIMMON | GROUP



# UNLEASHING THE POWER OF HR

A New Strategic HR Program Designed To Help  
**YOU** Get A Seat At The Table!

**GET YOUR SEAT + EARN CREDITS!** **ENROLL TODAY!**

This is a paid advertisement.

## 2018 Annual Award Winners Announced

At our January 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 the winners for their commitment to advancing the HR profession.



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



**Outstanding New Professional Award  
Winner, Katie Oliver.**

## Winner, Kristi Spaethe.

Kristi Spaethe is President and Principle Consultant of The People Perspective, LLC, an HR Consulting firm helping organizations realize their Best Practices in Human Resources. Additionally, Kristi serves as an adjunct instructor for Tulsa Technology Center and a mentor for the Tulsa SCORE program. With over 10 years' experience in "all things HR", Kristi's past experience includes companies such as QuikTrip, Solvay, NORDAM and SBS Industries.

Kristi earned a Bachelor's Degree in Psychology with a Human Resources Development option and also holds the PHR and SHRM-CP certifications.

Kristi has been active in TAHRA since 2013 and is currently the Past President. She is also the Membership Director of OKHR State Council. She gives back to the community by giving her time to non-profit organizations such as Women in Recovery, where she uses her expertise to assist the participants in being workforce ready.

The non-profit Kristi chose as the recipient of the \$500 donation is Women In Recovery.

Katie Oliver has been a TAHRA member since 2014. Currently, she is employed by the Tulsa Community Foundation and George Kaiser Family Foundation, where she created their HR department, implemented a payroll vendor and conducted the first ever open enrollment for each. Katie was also tasked with implementing the HR department for The Gathering Place, the \$400 million park in Tulsa that began with the George Kaiser Family Foundation. She supported all of their HR functions, including payroll, recruiting and hiring, benefits and employee relations, as they grew from 10 employees to 190+ employees in November 2018.

Katie has Bachelors of Arts in Psychology and a Master of Arts Degree in Industrial-Organizational Psychology. In 2017, she obtained her PHR certification. She is active in the community serving with TYPROs, Tulsa Ballet Barre Society and Hope for the Holidays.

Katie has chosen Goodwill Industries of Tulsa as the recipient of the \$300 donation.

## Register now for the 2019 Oklahoma Certified Family Positive Workplace Tulsa Workshop



*The Potts Family Foundation (PFF) is 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. This workshop is free, lunch will be provided, paid for and sponsored by the Potts Family Foundation.*

**Friday, March 1, 2019**

11:30 am – 3:30pm

Oklahoma Center for Nonprofits - Legacy Plaza

Seating is limited, so please register now!

**[REGISTER HERE](#)**

---

## **Transform your HR!**

OKHR's three-day Conference & Expo will connect you to valuable resources, products, services, and people transforming the HR industry. This conference showcases cutting-edge keynote speakers, over 40 breakout sessions, continuing education credits, certification prep course, 70+ exhibitors, several networking receptions, and the new Executive Forum for senior-level HR professionals.



Registration is open!

May 8 - 10, 2019

Embassy Suites | Norman, OK

Register by 3/31 to receive discount!

<https://www.okhrconference.com/>

---

## **FREE Resource for Your Business Workforce Needs**

by Katrina Dougan MA, PHR, SHRM-CP  
*Workforce Readiness Chair*



Workforce Tulsa is an economic development non-profit that prepares people for the jobs you're hoping to fill now and in the future. Workforce Tulsa's Business Services team works directly with your company to understand your hiring needs in terms of culture, hard skills, soft skills, and credentials.

Workforce Tulsa's Career Navigators work with education/training partners as well as community-based organizations to resolve any hurdles to employment a person might have, and then places them into a job. Workforce Tulsa sticks with the employer and the job candidate for a year after placement to ensure success.

Workforce Tulsa partners with staffing firms as well as employers and can create a customized approach whether you're hiring 200 people or 10. They can source, screen, and/or interview, based on your needs, for any project.

Did I mention that it's **FREE**?

Visit <http://www.workforcetulsa.com/> for more information.

---

## OKHR Legislative Conference

February 21, 2019

Embassy Suites - Oklahoma City

The OKHR Legislative Conference is the premier event in Oklahoma for human resources professionals to gain education and knowledge regarding legislative matters affecting employers. Both state and federal compliance hot topics that have big impacts to businesses and HR professionals will be covered.

Learn more and register @ <http://register110.wixsite.com/okhr>

---

## HR Volunteer Opportunities

**Junior Achievement** is seeking volunteers for Tulsa elementary, middle, and high school classes. For more information or to sign up please contact Havilah Freeman at 918.779.7566 or Lynette Isaac at 918.291.1077.

**Goodwill Industries** now accepting volunteers for Mock Interviews for 2019. Interview schedule is below from 9am – 11am. For additional details please contact Sherry Love at 918.581.1256 or [slove@goodwilltulsa.org](mailto:slove@goodwilltulsa.org).

- March 1, 2019
- March 29, 2019
- April 26, 2019
- May 31, 2019
- June 28, 2019
- July 26, 2019
- August 30, 2019
- September 27, 2019
- October 25, 2019
- November 22, 2019

Would you like TAHRA to help spread the word about your upcoming HR related community service project or event? Please contact our Community Relations Committee to learn more.

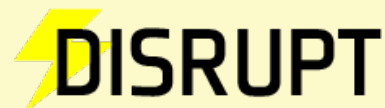
Jacci Green at 918-457-8749 or [jacci.green@yahoo.com](mailto:jacci.green@yahoo.com)

---

## DisruptHR Tulsa v4.0: Shaking Up Route 66

Thursday, March 28 |5:00pm - 7:30pm|

Renaissance Square Event Center at The Campbell Hotel



12 speakers with a recognized voice, something impactful to say and a willingness to get really real get 5 minutes each to wow you - while 20 slides advance automatically every 15 seconds. Imagine condensing TedTalks into a PG-13, 5 minutes with kick.

Register [here](#).

## Articles of Interest

### EEO-1 Deadline Extended to 5/31/2019

<https://www.eeoc.gov/employers/eeo1survey/index.cfm>

### 7th Circuit Curtails Applicants' Age-Discrimination Lawsuits

[https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/applicant-age-discrimination-lawsuits-curtailed.aspx?\\_ga=2.20501240.1915179378.1549335501-964791813.1543432550](https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/applicant-age-discrimination-lawsuits-curtailed.aspx?_ga=2.20501240.1915179378.1549335501-964791813.1543432550)

### Americans now less biased about sexual orientation, race — but not weight

<https://www.hrdiver.com/news/americans-now-less-biased-about-sexual-orientation-race-but-not-weight/546423/>

---

## Welcome to our newest members!

Sarah Hooker - ONEOK

Silvia Berumen - Finance of America Holdings LLC

Jill Nickerson - The Persimmon Group

Jordan Cox - Pinedale Energy Partners

Kim Owens - The Bama Companies

Mackenzie Jones - Matrix PDM

Therese Watson - Ascension/St. John

Karla Ragsdale - The Crosby Group

Grace Malone - Tulsa County District Attorney's Office

Natalie Cordell - SolveHR

Jeffrey Paul - Oral Roberts University

Daniel Wasson - BancFirst Insurance Services, Inc.

Janna Hart - Muscogee Creek Nation Casinos

Greg Holley - FlexPlan Administrators

Meg Weinkauff - Oral Roberts University

Monica Suffal - Hilti

---

## Mark Your Calendars!

- **Program Meeting**

**Off the Beaten Path: Revising the Performance Model for Feedback Fluency**

Wednesday, February 20 |11:15am - 1:00pm|

- **Learning Lab**

**The Cliffs of Insanity: Consequences of an Undisciplined Workforce**

Thursday, February 28 |2:30pm - 4:30pm|

- **Save the date!**

**Special Breakfast Program Meeting Featuring Therese Huston, Ph.D.**

Wednesday, March 27 |7:15am - 9:00am|

- **DisruptHR**

Thursday, March 28 |5:00pm - 7:30pm|

- **Keep your membership current!**

Don't forget to renew your TAHRA membership at [tahra.org](http://tahra.org).

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

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

SHRM  
EXCEL  
2017



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)