

Newsletter

November Program Meeting

Wednesday, November 17 |12pm - 1pm|
Zoom Meeting



Employee Listening: What we have learned over the past 21 months

Presented by Scott Schoenbrun

Employee feedback provides many benefits to the business. When organizations have strong feedback cultures, they are more engaged, aligned, and successful. They navigate change better and faster because leaders and teams are more aware and in sync. Leaders can proactively respond to issues before they become errors, poor decisions, or costly mistakes.

Employee feedback also benefits employees and teams. The best cultures are rooted in an environment of listening.

Today, it's more important than ever that you effectively listen, support, and engage your employees through every step of the journey. Employees expect this and if they don't get it, they will look elsewhere.

Investing in and prioritizing employee listening is not only critical to employee and team success—it's also beneficial to your business. In order to head down a path of success, it's time to change how you listen to your employees. Employee listening gives your employees a voice. Prioritizing employee listening is critical for improving engagement and benefits your business.

We have learned a lot from our employees since February of 2020. Join Scott Schoenbrun in November, as he shares some of the biggest topics.

Sponsored by:



[Register](#)

December Learning Lab

Thursday, December 2 |1pm - 3pm|

Zoom Meeting

Using a 360-Approach to Personality Assessment for Employee Training and Development

Presented by Jeff Foster, Ph.D.

Although countless organizations use personality for employee training and leadership development, nearly all of these efforts center on information obtained from only one source: the participant. However, anyone who has used 360-ratings to assess job performance knows the value of examining data from others such as managers, peers, and subordinates. The same is true for personality, where the information provided by others is often more valuable than self-reported data. In this session, I will talk about the value of assessing personality using a 360-approach and highlight freely available on-line resources any HR professional can use to improve their current training and development practices.

Sign Up

Employment Law and Practices Seminar

Thursday, December 9 |8:30am - 4:30pm|

TAHRA's Annual Employment Law and Practices Seminar -- one of TAHRA's most popular and well-attended events -- will return on December 9, 2021! This seminar is a full day of informative and interactive presentations by experienced area attorneys and will be available both in person and virtually via Zoom. At this year's event, presentations will include sessions covering the continuing impact of COVID, how to manage FMLA and ADA, avoiding liability from harassment, discrimination and retaliation and the ever-popular stump the lawyer segment. You don't want to miss this!

[View agenda here.](#)

The Employment Law and Practices Seminar will be held on Thursday, December 9th at the Renaissance Tulsa Hotel and Convention Center or virtually via zoom.

Registration Information:

\$170 - General Registration

\$150 - TAHRA Members/Early Payment Option paid by November 19, 2021

\$130 - Per Person for Entities Registering Three or More paid by November 19, 2021

Continental breakfast and lunch will be provided at the seminar at no additional cost to participants.

This seminar is approved for 6 SHRM professional development credits, 6 HRCI recertification credits and 7 hours of OBA MCLE credit.

Register Here

HRIS Meetup Group

Wednesday, November 10 | 12pm - 1pm

Mother Road Market

Our November meeting will be at Mother Road Market on Wednesday, November 10, at 12:00pm. This is an excellent opportunity to network with and learn from other HRIS professionals! Please share with the Tulsa area HRIS professionals in your network. You do not have to be a TAHRA member to attend.

When you arrive at Mother Road Market, grab some lunch and find us on the patio (weather permitting). There will be a "TAHRA HRIS Group" sign on the table and friendly faces awaiting you.

[Click here to join meetup group and register!](#)

Membership Renewals for 2022 are now OPEN!

For a limited time, we are offering new and returning members a **\$25 discount** off membership dues. This means you can get all of the benefits of a TAHRA membership for only \$75 if you sign up before 12/31/2021!

We are preparing to return to in person meetings in 2022. Sign up or renew today with this special offer and continue to support TAHRA to promote the professional development of our members by providing the most essential and comprehensive resources available.

LEARN MORE

SHRM Certification Prep Course Update

by Penny Horton, Certification Chair

The fall session of the SHRM Certification Prep Course has just wrapped up! This annual class helps HR professionals prepare for the SHRM Certification Exam to obtain their SHRM-CP/SHRM-SCP certification. TAHRA is proud to offer current and prospective members as well as other HR professionals access to expert instruction, discounted study materials and a group learning environment to help them achieve success on their certification exam.

The 2021 virtual session had 9 participants take advantage and we know each of them will do fantastic on their upcoming exams!

If you, or someone you know has been considering certification or who would be interested in participating in a prep course, have them email admin@tahra.org today!

Community Connections

by Denise Reid, Community Relations

There are a lot of opportunities to support and connect with veterans. Veterans Day is November 11th and this a great opportunity to recognize and celebrate veterans in your organization. Tulsa's Veterans Day Parade is a great event to be aware of as well. Link to info - <https://www.tulsaveteransdayparade.com/>.

If you are seeking additional information or resources about how to be a veteran-ready organization, you may want to check out information provided by Oklahoma Veteran Alliance (OKVA) at www.csctulsa.org/vec. OKVA recognized their 2021 Veteran Employer Champions earlier this week. There were 24 companies recognized. You can see a full listing at the link above.

Below are organizations that you may be of interest to you or your Veterans Employee Resource Group.

Oklahoma Veteran Alliance Monthly meeting - Second Thursday of the month 11:30am-1:00pm

1. Zoom link to meeting <https://zoom.us/j/92804569381>
2. Contact Pete Luitwieler for more details - pluitwieler@csctulsa.org

Valor Oklahoma – Veteran Assistance Locator

1. <https://oklavetrs.s3.us-east-2.amazonaws.com/vetWAB/index.html>

Eagle Ops – Social Connections for Veterans

1. Fire Pit Nights, Golf Nights and Freedom Shoots and more veteran center events - [HOME \(eagleops.org\)](http://eagleops.org)

Broken Arrow Blue Star Mothers <https://www.babluestar.org>

1. Chapter 5's 2021 Calendar of Events <https://www.babluestar.org/events/> - 918-259-9479 or babluestars@yahoo.com

If you are interested in learning more about becoming a veteran-ready employer let me know. I can share information about SHRM's Veterans at Work program and the business case for hiring veterans. Feel free to call me at (918) 633-0073 or email me at denise@denisereid.com.

Welcome New Members!

Brenda Brady - Rambo Manufacturing
Allie Stites - Teach For America Greater Tulsa
Jill Trolinger - Falcon Structures

Mark Your Calendar

Monday, November 1 - 2022 Membership Renewals Open

Wednesday, November 10 - HRIS Meetup Group

Wednesday, November 17 - Program Meeting

Thursday, December 2 - Learning Lab

Thursday, December 9 - TAHRA Employment Law and Practices Seminar

Calendar





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

Tulsa Area Human Resources Association | PO Box 140958, Broken Arrow, OK 74014

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