

Newsletter

Letter from the President

When you realize 2022 is actually
Twenty Twenty Too

What if?

We have all seen the meme...when you finally realize that this year is pronounced "2020 too".



Oh! the horror that thought brings! We have already done this, right? We should not have to do this again. I don't have a crystal ball that will tell me if we will have a repeat or not, but I certainly hope that we do not have to. I do know that I do not need a crystal ball to know that if we do have to live the horrors of 2020 all over again, we can get through it and we can rise above it. We have done the new and hard things.

HR professionals have had to dodge and weave with the best of the worst that came at us these last two years:

COVID, Corona, Pandemic, Social Distancing, To Require a Mask or Not to Require a Mask, Vaccination Rules & Laws, Pivot to Home, Quarantining, RIF's and Layoffs, Listening to ALL THE SYMPTOMS of ALL OF OUR EMPLOYEES (in great and painful detail), Hybrid Work Schedules, The Great Resignation, Bringing our Workforces Back to the Office, Endless Zoom Meetings and Trainings, and my personal favorite, Recruiting People Who Don't Want to Work.

We did it.

We learned all the new things, we didn't let it beat us down (for long anyway), and we kept being the awesome HR professionals that we all are.

But I think another interesting thing that happened these last two years is that we had to learn to be a little selfish. We had to think about our health and safety over others. We had to think about it any time we walked into an elevator that had other people on it, or when someone walked in our office saying they had a fever and were coughing. We had to quarantine with our loved ones and hope and pray that they were going to be okay. We had to be a little selfish to get through all of this. We had to do this to survive.

And our world is feeling this change. People are more impatient and less understanding. The service industry is continuing to take a beating, because people just don't have it in them anymore to stop and remember how our words and actions affect and hurt others. People need people, and now more than ever.

I would like to challenge us all to take the start of this new year to do a different kind of pivot. To pivot once again to thinking about how we can help others. I know we help people all the time in our "real" jobs, but I am talking about radical positivity and help.

What if everyone who reads these words committed to making 2022 a year of radically showing positivity in a world that desperately needs it right now?

What if you were able to touch the lives of others in such a way that they, too, felt compelled to pay it forward and then in turn to show positivity in someone else's life?

What if we all said, "I think I can help here."?

What if your help was the little bit of light someone else needed to turn their life in a more positive direction?

What if?

How would our world, and yours, look different?

My guess is, it would be a lot, but don't just take my word for it, a lot of much smarter people than I have had the same idea:

"The best way to not feel hopeless is to get up and do something. Don't wait for good things to happen to you. If you go out and make some good things happen, you will fill the world with hope, you will fill yourself with hope."

— **Barack Obama**

"No one is useless in this world who lightens the burdens of another."

— **Charles Dickens**

"A kind gesture can reach a wound that only compassion can heal."

— **Steve Maraboli, Life, the Truth, and Being Free**

"There is nothing more beautiful than someone who goes out of their way to make life beautiful for others."

— **Mandy Hale**

"It's not enough to have lived.
We should be determined to live for something.
May I suggest that it be creating joy for others,

sharing what we have for the betterment of personkind,
bringing hope to the lost and love to the lonely.”

— **Leo Buscaglia**

“When we give cheerfully and accept gratefully, everyone is blessed.”

— **Maya Angelou**

“I cannot do all the good that the world needs. But the world needs all the good that I can do.”

— **Jana Stanfield**

“We may as well laugh while we can, throw our arms around the people we adore and hug them well past their comfort level. Might as well tell folks that we love them, we appreciate them, we’re sorry, we were wrong, we see them, we need them, we think they are so fantastic that it almost makes us freak out.”

-**Jen Hatmaker**

In this month of new resolutions, I would like to challenge you to commit to making this year the year of spreading radical positivity around you. I would challenge you to find a way to commit to giving back 2,022 minutes of helping others in some way this year. Sound overwhelming?

2,022 minutes breaks down as:

168.5 minutes a month (2.08 hours)

38.89 minutes a week

5.54 minutes a day

What can you do in 2 hours a month? Here are just a few suggestions, but get creative, and find what works best for you. We all have our gifts, and gifts were meant to be shared.

Volunteer on a committee, help at a non-profit (we have so many in our area and all are desperate for help now), help someone move, be a mentor to a new HR professional, help review a friend’s resume, help an elderly neighbor with grocery shopping or yard work, organize a drive, feed the hungry, bring a neighbor some cookies, write a kind note to a family member, coworker or friend, or just reconnect with an old friend, donate to a good cause, compliment a stranger, spend time with those in need, get your company involved and find ways your team can work together to help even more people, and so many more ways we cannot even count.

Here’s hoping we are all able to make this pivot and make 2022 a year to remember, for all the right reasons. Let’s create a million reasons to celebrate the beauty in the day-to-day of life. Let’s all add the “human” back into what we do. Today and every day.

Melissa Lockhart, SHRM-CP, SPHR

TAHRA President

January Program Meeting

Wednesday, January 19 |11:00am - 1pm|
DoubleTree by Hilton Hotel Tulsa - Warren Place
**This program meeting will be in-person!*



Employee Listening & Action Planning: Moving from employee listening to sustained change

Presented by Brandon Jordan

At this program we will focus on how organizations, large and small, can use data from employee surveys across the workforce lifecycle to influence leadership and front-line manager action through an employee listening program. Essentially, how can companies use data to enact effective actions for sustainable results in their organizations.

We will be presenting the TAHRA awards at this program meeting.

Sponsored by:



The People Perspective, LLC

[Register](#)

January Learning Lab

Thursday, January 27 |1pm - 3pm|
Location - OSU Tulsa North Hall - Room 153
**This lab will be in-person!*

Financial Wellness - The Missing Employee Benefit

Presented by Mickey Butler, CLU, ChFC

Join us at our January Learning lab for a lab on financial wellness. At this lab human resource professionals will become aware of the cost of financial stress to employees, the employer (especially HR), and will learn how education will reduce the stress and increase employee morale while earning 2 hours of HR certification credit.

Sign Up



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2022

January - June **VIRTUAL**
Essentials in HR Certificate

January - October **OKC, TULSA, AND LIVESTREAM**
Certificate of Leadership and Effective Management

February 23rd **OKC AND LIVESTREAM**
Workforce Summit
A Call for Change: Recruiting and Retaining the New Workforce

May 17-18th **VIRTUAL**
4th Annual Culture Conference

FOR MORE INFORMATION CALL 405-744-5208
OR VISIT OUR WEBSITE BY SCANNING THE QR CODE



This is a paid advertisement.

HRIS Meetup Group - HAPPY HOUR

Wednesday, January 12 |5pm - 6pm|

Pub W

We're changing things up for our January meeting - join us on Wednesday, January 12 at Pub W for happy hour! It's been a long year, and we can all use

some time to unwind. 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.

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

With our great line-up of human resources speakers & sessions, the 2022 OKHR Conference will be an in-person event that you won't want to miss.

Join us April 4th-7th, 2022 at the Hard Rock Casino & Hotel in Tulsa, OK to learn from the top HR experts and develop the strategies you need to succeed!



[Get the best price and register before February 5, 2022!](#)



SHRM Foundation is committed to addressing the health, economic and social disruptions impacting work, workers, and the workplace. Their programs and resources have never been more critical. HR professionals have an indispensable role in accelerating the recovery of work and workers by providing innovative and timely evidence-based solutions and resources for employers and employees across the globe. Support for these resources is urgent and only made possible by the generosity of individuals like you. Learn more at shrmfoundation.org.

Become part of Team Empower by donating at least \$30.00 to set SHRM Foundation up for more success in 2022 (link above).

Welcome to our newest members!

Megan Chapin - Propak
Carrie Bowers - Mill Creek Lumber
Pat Bell - Transformation Church
Miriam Boukikaz - Advanced Pain of Tulsa
Rhonda Strange - Safety Training Systems
Sabra Claybrook - NGL Energy Partners
Michelle Fuller - NGL Energy Partners
Maria Whitlock - Bama Companies
Jamey McDaris - MESA
Whitney Braden - W Energy Software
Natalie Dalton - Stand-By Personnel
Melissa Angell - CAP Tulsa
Karla Gutierrez - CAP Tulsa
Alondo Edwards - Tulsa County Family Center for Juvenile Justice
Jennifer Lane - Fine Airport Parking
Dr. Eloy Chavez - Northeastern State University
Tara Bustos - Apac Central
Shaun Henisey - Diversified Systems Resources
Aimee Gibson - Tulsa Marriott Southern Hills
Sherry Jackson - Blessings International

Attend our Events!

Wednesday, January 12 - HRIS Meetup Group

Wednesday, January 19 - Program Meeting

Thursday, January 27 - Learning Lab

Keep receiving TAHRA correspondence and member discounts!
Renew your membership for 2022 now!

Calendar





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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