

Newsletter

Letter from the President

What do you love?

~Melissa Lockhart, SHRM-CP, SPHR, TAHRA President



What do you love? More specifically, what do you love to do in your work and why? Confucius said, "Choose a job you love, and you will never have to work a day in your life." Clearly Confucius didn't work in HR the last two years. This pandemic has brought its fair share of challenges for everyone, but has also created a need in everyone to have a moment of reflection to ask themselves, "What do I want to do? What makes my heart sing?" People have been living to work for a long time, but now we are seeing a shift to more people working to live. Many are finding that the work they are doing is not their love language anymore. Hence the great resignation we have all been seeing and feeling.

HR professionals once again find themselves in a situation where we can no longer do business as we always have. We must once again pivot to work differently. This can sometimes lead to overwhelming feelings of frustrations. But what if we could find a way to turn those negative thoughts into positive ones? I strongly believe that our mindset can have a big impact on job satisfaction. If you are looking for problems and frustrations, you will find them. Everything you see and hear will validate those frustrations and they start to feel bigger and all-consuming.

The opposite can also hold true. If you focus on the positive aspects of your company and job, you can see those, too. What if every day we started our workday by focusing a little bit of time on what we like, or even love, about our company, job, co-workers? Do you think you would find things? Do you think that there is a possibility that a new mantra could start playing in your mind that replaced the negative thoughts with the positive ones? Do you think that if that happened, it could help your mood, ability to do the best in your job, and even improve your mental health? Now, what changes do you think you might see if you could encourage that change of mindset in your team and co-workers?

I truly believe that HR professionals have such a unique role, because of how multi-faceted it is, but also because of our unique ability to pivot and create change within an organization and even our own job. If you could spend some

time focusing on what you love about what you do, what improvements do you think you could see?

I asked TAHRA's board members to answer this question, "What do you love about working in the HR industry?". Here are their answers:

"It's the intersection of people and business for me. I love being on the pulse of an organization through the perspective of the "who" and "how". So much of a company's success is driven through having the right people in the right roles, creating engagement, and perpetuating the right company culture."

~JORDAN COX, Tenstreet, People Ops (TAHRA VP of Membership)

"For me it's helping people (companies, managers, employees). Being the advocate and working strategic solutions."

~CYNTHIA SIMMONS TAYLOR, Tulsa Chamber of Commerce |Senior Vice President, HR (TAHRA Chamber Liaison)

"The opportunity every day to make a positive impact and help to grow the employees and the organization."

~BRANDON BRAZEEL, SPHR, SHRM-SCP, Mill Creek Lumber & Supply | VP, Chief People Officer (TAHRA VP of Programs)

"I love that every day can be something different. Dealing in one of the most unpredictable commodities there is, human beings, there is always something new to learn and experience. Growth is a never-ending cycle in HR!"

~SARAH DIAL, PHR, TAT Technologies | Director of Talent Acquisition (TAHRA VP of Leadership)

"Helping people! Whether it's to achieve things from an individual or organizational perspective, helping people find value and meaning in their work and within their teams is important to me."

~LESLIE RUNYAN, SPHR, Tulsa Federal Credit Union | SVP, Chief Human Resources Officer (TAHRA Workforce Readiness Chair)

"I love having the ability to contribute to the development and growth of others."

~TANECIA DAVIS, Alorica | Employee Experience Business Partner (TAHRA Registration Chair)

"I love the impact it has on people's quality of life. Whether I am partnering with business leaders or employees, HR work helps develop and strengthen people and businesses which truly yields positive and lasting effects."

~BRITTANY CURRIER, SHRM-CP, The People Perspective | Client Success Manager (TAHRA VP of Public Relations)

"I love working in HR because I have an opportunity every day to make a positive change in someone's life, one interaction at a time."

~ ERIN HUGHES, BBHR, TEAM Professional Services | HR Manager (TAHRA VP of Education)

"I love identifying hidden talent and connecting them to opportunities or helping them see their gifts, skills, and abilities to grow their influence and impact at work or in the community. Another biggie is providing connections, tools, and resources to help build and create stronger and more inclusive workplace cultures."

~DENISE REID, DR Consulting | HR Consultant (TAHRA Board Member at Large - Community Relations)

"I love recruiting because it allows me to be strategic. It's special when the candidate, hiring manager, and organization are excited that they joined the team and still have that feeling years later. Also, I do informal coaching to help people that are not selected to increase their future chances of employment."

~JEFF OUJIRI, SHRM-CP, PHR, Recruiter (TAHRA Special Projects Chair)

"I love the challenge that HR affords me in problem solving. I enjoy being able to help a business optimize its most valuable resource, people, to strengthen the organization and help them achieve wild success!"

~PENNY HORTON, SHRM-SCP, Who's Your HR?, Owner & HR Consultant (TAHRA Board Member at Large - Certification)

As you can see, HR offers a lot of opportunities to find something to love about the work that we do. I encourage you to take some time to reflect on what that is for you.

February Program Meeting

Wednesday, February 16 |11:00am - 1pm|
DoubleTree by Hilton Hotel Tulsa - Warren Place
**This program meeting will be in person only!*



Collaborative Ownership

Presented by Amber Vanderburg

In my work with amazing companies around the world, I help organizations craft and implement strategies to build high-performing teams.

And when I work with these teams, I notice that there are two factors that make all the difference between a good organization and one that is changing the world.

The first is having a culture of collaboration – and this means collaboration across individuals, across departments, and across teams – really - it's a culture that's less about competition and cutthroat political systems... And more about helping each other achieve the extraordinary.

The second quality is organizations that treat and expect their employees to act like owners. Owning not just their behaviors, actions, and responsibilities, but owning outcomes and becoming a voice for the organization.

No matter where your organization is at today, the good news is– there are proven strategies to create a culture of collaborative ownership at your organization and that's what I'm going to teach you in this course.

I'll share how you can build momentum from a carefully crafted vision and goals, I'll help you improve communication and drive ownership, I'll help you foster creativity, and finally, I'll help you train up leaders in your organization and help you meet more of your goals.

So, if you're ready to transform your organization. let's go!

Sponsored by:



The People Perspective, LLC

[Register](#)

February Learning Lab

Thursday, February 24 | 1pm - 3pm |

Location - OSU Tulsa North Hall - Room 153

**This lab will be in-person only!*

Recent Developments in Labor and Employment Law

Presented by Jake Crawford

More information coming soon!

[Sign Up](#)

Community Connections

Board Member Opportunities

- Broken Arrow Seniors Inc. is looking for a new board member with HR expertise. Deadline for applying is **February 9, 2022**. If you would like to learn more about this opportunity or be considered for the role contact Kristi Spaethe at kristi@pplperspective.com
- This Machine is seeking a new board member with HR expertise and knowledge to complement their board. Current board has 13 members and it is an active board. Small staff with approximately six (6) employees – very strong and competent. They have had a board member with HR expertise, but they are rolling off the board and would like to find another HR professional to fill this opening.
 - Mission: This Machine is transforming our Tulsa community by providing high quality convenient and affordable bicycle transit system that connects people to the places where they live, work, and play.
 - Monthly board meetings – 3rd Friday of the month at noon, meetings typically last one (1) hour
 - Board term – Two (2) years
 - No minimum on financial commitment, but board members are asked to make meaningful contributions as their circumstances allow
 - Board members are asked to serve on a committee if possible
 - Executive Director would like a board member with HR expertise to assist with HR related needs
- If you would like to learn more about the organization visit <https://thismachinetulsa.com/>
- Message me if you would like to connect with the chair of the nominating committee to discuss or explore this opportunity

The Square at Nam Hai

- The Global District is hosting its first event. Join them at “The Square at Nam Hai” hosted in the parking lot west of Nam Hai Oriental Food Market, 11528 East 21st Street, Tulsa, OK 74129 – Saturday, March 5, 2022 at 11:00am-9:00pm.
- Free multicultural festival will include food trucks, music, dance performances, market, and all activities.

TAHRA Vendor Directory

- Promote your company or organization by signing up to join TAHRA's Vendor Directory
 - Highlight your services in three (3) categories along with a description of your business, products, and services
 - Business annual cost is \$99.00/year

- Nonprofit annual cost is \$49.00/year
- Go to [HR Vendors Directory | TAHRA](#) to sign up

The Veteran Employer Network held their first quarterly meeting of 2022, January 26th and identified resources for veteran seeking employment and employers interested in engaging and hiring veterans. I am happy to share those if you are interested.

Let me know if you have any questions or would like information about anything shared above. My cell is (918) 633-0073 and my email is denise@denisereid.com.

ICYMI - OSHA ANNOUNCES WITHDRAWAL OF ETS

The Occupational Safety and Health Administration (“OSHA”) announced that effective January 26, 2022, it will withdraw its Emergency Temporary Standard (“ETS”) mandating COVID-19 vaccination or weekly testing/masking requirements for employers with 100 or more employees.

After the U.S. Supreme Court’s decision last week finding the ETS to be an unconstitutional exercise of power and staying the implementation of the mandate, presumably OSHA elected to withdraw the ETS rather than having the United States Court of Appeals for the Sixth Circuit decide the case unfavorably for OSHA and the Biden Administration on the merits.

Although OSHA is withdrawing the Vax or Test ETS as an enforceable temporary standard, it is now treating the ETS as a proposed rule. It will review comments during the rulemaking process, so employers, trade associations and business groups should definitely weigh in on the impact the mandatory Vax or Test mandate would have on employers.

State and local government vaccination and testing requirements are not affected by the withdrawal of OSHA’s ETS and therefore, employers must continue to comply with such requirements.

Notwithstanding the withdrawal of the Vaccination and Testing ETS, OSHA continues to strongly encourage the vaccination of workers and still requires employers of all sizes to take all appropriate safety and health measures to prevent the spread of COVID-19 in the workplace.

Please contact Kirk Turner at McAfee & Taft if you have questions about the article. He can be reached at kirk.turner@mcafeetaft.com.

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!](#)

EQUITY BEGINS WITH EMPATHY

In 2020, SHRM launched [Together Forward @Work](#) to initiate open dialogue about racial inequity in the workplace. Now they're taking the next step by providing tangible tools to construct equitable hiring practices and empathetic cultures—which is fundamental to the development of truly inclusive workplaces. Which is exactly what we need. Now more than ever.



GET TOOLS TO TAKE TANGIBLE ACTION

Available Exclusively for SHRM Members

With one click, SHRM members can access a new HR turnkey toolbox containing essential resources for building equitable workplaces and improving employee engagement.

[DOWNLOAD NOW](#)

HR Volunteer Opportunity

Goodwill TulsaWORKS Career Academy facilitates a training called Career Readiness Training. This training essentially teaches the fundamentals and foundations of obtaining and retaining employment. One key aspect of this class is Mock Interviews. We hold a mock interview monthly on the 3rd Friday of every month from 9am to 11am. This provides our clients with an opportunity to hone the skills they have learned throughout the class through a practical means and to eventually obtain gainful employment.

We have several members of the community and partner companies that help. Generally, we have HR representatives or recruiters who volunteer to help from various companies and organizations across Tulsa. If you are interested in volunteering your time or have any questions, you can email Alexandra.herren@goodwilltulsa.org or sign up for a specific date at this link; <https://www.signupgenius.com/go/10c0f44a5a72ea0f9ce9-goodwill>

Welcome to our newest members!

Ashley Smith - DT Safety Training, LLC DBA: 25/8 Safety

Vicki Davila - Oklahoma Department of Rehabilitation

Juliana Jacobi - ACCTKNOWLEDGE

Kristen O'Brien - Who's Your HR

Myra Long - Tulsa Area United Way

Pam Sellers - Webco Industries

Sarah Wilson - Hawks Agency

Iciss Tillis - Hall, Estill, Hardwick, Gable, Golden & Nelson, P.C.

Shelly Casey - Webco Industries

Ramey Studebaker - Webco Industries

Merry McElwain - CCK Strategies, PLLC

Rachael Becknell - Occidental Petroleum

Jessica Maxwell

Jennifer Todd - Tedford Insurance

Allison Sellers - Webco Industries

Christina Richey - Cherokee Nation Businesses

Debbie Stumps - Purview Life

Brittany Carolus-Smith - STI-TEC

Angie Falzone - COP Hometown Service, Inc.

Mark your calendar!

Saturday, February 5 - OKHR State Conference early bird registration ends.

Tuesday, February 15 - TAHRA grace membership ends! You will no longer receive benefits or correspondence if you haven't renewed.

Wednesday, February 16 - Program Meeting

Thursday, February 24 - Learning Lab

[Calendar](#)



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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