

Newsletter

Letter from the President

Spring Into Growth — Impact Positive Changes in Your Employees Mindsets

**By: Melissa Lockhart, SHRM-CP, SPHR, TAHR
2022 President**



March is here — marking the beginning of Spring, and boy am I ready for it. Spring signals that we survived the cold winter and are prepared for new beginnings and warmer weather. If you look up the definition of “spring,” you will find it means a sudden jump upward or forward, as well as a resilient device that can be pressed or pulled but will return to its original shape once released. With the arrival of spring, we are quite literally transitioning from the hard times with both resilience and growth.

It seems only appropriate to explore how we achieve growth, and why it is essential in both our work and our teams. Growth is both physical and mental and can be found through self-development, self-care, and so much more. So where do we start? The answer is simple — our mindset. A fixed mindset hinders our growth, while a growth mindset... you guessed it, helps us grow. According to research by Carol Dweck, cultures with a growth mindset have increased perseverance, greater creativity, more impactful feedback, and a change in perspective.

Speaking of perspective — the mind is a funny thing. While it has the power to accomplish amazing feats, it can also place unnecessary limits on our potential or the potential of members on our team. What happens when the world is viewed with a fixed mindset is a devastating blow to our potential including narrowed views, an inability to learn new behaviors or skills, and limited potential. This view leads us to believe that our actions are guided by a false notion that we either possess an ability or don't. Additionally, this mindset also cements that there is no incentive for improvement because these traits are fixed.

On the other end of the spectrum, a growth mindset is an acknowledgment of our limitless potential. Our minds create the confines in which we view the world around us and a growth mindset is simply an acknowledgment that we possess the potential to adapt and change to the world around us and as a

result expand our potential. While a fixed mindset can limit our abilities and awareness, a growth mindset does the exact opposite and allows us to view our potential as an unlimited resource. In short, we know we can grow and adapt to the world around us in both a healthy and productive manner.

Our employees come to us with either a fixed or a growth mindset, and it is up to us to be able to meet them where they are at. If you have an employee with a fixed mindset, what can you do to nurture them towards a growth mindset? Plants much like people are capable of producing beautiful things — from the smallest of seeds, treated with proper watering, tender care, and proper sunlight in the dirt, and if you take the time to water it, nurture it, and give it the proper sunlight and shade they are capable of becoming beautiful flowers. Though each plant may have started with a single seed, they all are different and require different care and nurturing to grow properly — people are similar in this sense.

People need proper nurturing and care, and that varies from person to person. As Human Resources professionals it is our job to discover what that person needs to encourage their personal growth. If your employee is already in a growth mindset, are you prepared to provide them those opportunities to develop and learn new skills?

While overcoming mindset barriers can be challenging, the reality is that we are all capable of growth and therefore, by default, capable of possessing a growth mindset. Once we realize growth is a possibility, we can begin to move forward and create a positive difference in our lives and the lives of those around us. When you take the steps to encourage growth in the lives of your employees...the opportunities are truly endless.

March Program Meeting

Wednesday, March 23 | 11:15am - 1pm |

Marriott Tulsa Hotel Southern Hills

This program meeting will be in person only!

When cost is a factor, will you be able to deliver?

Presented by Mitch Sims | Paylocity

This event is approved for HRCI Business Credits!

Speak the language of your Executive Team to win your next Budget Battle. Over the past decade, I've seen multiple HR Executives come to the table with significant change initiatives. These changes are not taken lightly and they are usually long overdue. The reason most of these changes are not prioritized in



the moment is the typical perception of budget for the HR Department. Businesses are built on debits and credits, just like software is built using ones and zeros. Unfortunately, the HR Department is not designed to have many debits and are highly scrutinized for the amount of credits they tend to accumulate.

When you have to initiate change that will likely impact your budget, how will you communicate that need? Join us for a crash course on reframing your next proposal to your Executive Team.

We will be giving away 2 OKHR State Conference registrations at this program meeting! Must be present and a TAHRA member to win.

[Register](#)

March Learning Lab

Thursday, March 31 |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

In this Learning Lab, we will review recent developments in the law that have a direct and practical impact on HR professionals. This will include the ever-changing landscape of COVID-19, how to address requests to work remotely under the Americans with Disabilities Act, and much more.

[Sign Up](#)



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2021 TAHRA AWARD WINNERS ANNOUNCED!

After a brief hiatus from the TAHRA awards in 2020, they returned bigger and better in 2021! This year we were proud to offer the Richard J. Messer Excellence in Human Resources Management award and the New Professional award, as well as two new member awards, the Diversity, Equity and Inclusion award and the HR Department of ONE award. Nominations were plentiful and competition was fierce! We would like to congratulate our 2021 nominees for their contributions and commitment to making a positive impact on the human resources profession. The nominees for awards this year were:

- Shala Andrews
- Chris Gilreath
- Erin Hughes
- Jackie Ramage
- Denise Reid
- Jenny Ruggs
- Rhonda Rush
- Pallei Tanner
- Martha Webb-Jones

And the winners are...

Richard J. Messer Excellence in Human Resource Management Award - Rhonda Rush

Rhonda Rush, PHR, SHRM-CP is the HCM Consulting Manager with CS3 Technology. She is a Tulsa native and Human Resource professional with a diverse knowledge and experience in multiple industries. Rhonda serves as Past President on the board of the Tulsa Area Human Resources Association. She has hands-on experience leading HR and payroll initiatives including policy design, compensation, performance management, recruiting, compliance, HRIS implementations and workflow, training and development, and benefits administration. Rhonda has presented on topics including Recruiting & Retention, Employee Relations, Employee Discipline, Leadership, and many other HR and Business-related topics. Rhonda received a bachelor's degree in Business Administration from Evangel University in Springfield, Missouri.

New Professional Award - Jenny Ruggs

I first found myself in Human Resources in April 2019 after working primarily in customer service roles up until that point. Joining a small business that allowed me to wear many hats, I found my passion for all things human resources. As a non-traditional, emerging HR professional, I am very fortunate that my experiences have led me to the opportunities that have shaped my career thus far. It is evident to me that the common theme in my roles in customer service and human resources is my passion for people. As the world and workplaces continue to evolve, I look forward to growing and developing the relationships this community has granted me.

Jenny has chosen the Lindsey House as the recipient of her \$250 cash donation.

Diversity, Equity and Inclusion Award - Denise Reid

Denise is passionate about the power of connections for building more inclusive and innovative cultures. Her experience includes corporate, nonprofit, and community development. She believes people and collaboration are the secret sauce to creating stronger communities. Denise currently serves as a SHRM/USAA Foundation Veterans Ambassador and volunteers and serves on multiple boards. She is a hockey mom, wife, and loves traveling, spending times with friends and family when she is not on the road for hockey.

Denise has chosen the Community Service Council - Oklahoma Veteran Alliance as the recipient of her \$250 cash donation.

HR Department of ONE Award - Jackie Ramage

Jackie Ramage graduated from the University of Oklahoma with her bachelor's and master's degrees in human relations, including a special emphasis on organizational development, and received a graduate certificate in Human Resource Diversity and Development. Jackie currently serves as the Director of People at Brief Media, a leading veterinary media company that develops peer-reviewed educational content and point-of-care tools for veterinary professionals worldwide. Jackie is a SHRM certified professional, and in 2017 was selected by HR Magazine and the SHRM membership department to represent the top 30 millennials leading HR into the future. Jackie volunteers her time in several board positions, including the former marketing chair for the Return on Inclusion (ROI) Summit, the former social media chair for the Oklahoma HR Council, former Vice President of Public Affairs and Vice President of Membership for TAHRA, and currently serves as President-elect for TAHRA and the Co-Chair of the OKHR 2022 Conference. Jackie's many accomplishments reflect her outstanding leadership, tenacity, and commitment to making a positive impact on the Human Resources profession. Jackie has chosen Little Kitten Rescue as the recipient of her \$250 cash donation.



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!

View agenda [here](#).



[Sign up TODAY!](#)

Call for Nominations!

OKHR State Council is seeking nominations for their annual awards. Take this opportunity to nominate a deserving HR professional that you know for one of the following prestigious honors:

- Crowe and Dunlevy Award of Excellence
- OKHR Diversity, Equity and Inclusion Award
- OKHR Emerging Leader
- *Joy and Kyle Killingsworth Volunteer Leader of the Year
 - (*you must be a current BOD member of a local chapter or the State Council to nominate someone for this award)

Deadline for 2022 nominations is **March 15th**.

More details and nominations can be made here - <https://www.okhr.org/OKHR-Award-Nominations>

HRIS Meetup Group

Wednesday, March 9 | 12:00pm - 1:00pm |

Mother Road Market

We're back! Join us **tomorrow** for our HRIS meetup group. 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 RSVP](#)

Employer Tuition Reimbursement Survey

The Oklahoma State Regents for Higher Education are working to add information to the State Regents' website featuring Oklahoma's state agencies, organizations and businesses that provide a tuition assistance benefit to help employees pay for higher education. We've developed a brief survey to gather this information, and would like to reach as many Oklahoma employers as possible. Please help us by completing this survey -

<https://www.surveymonkey.com/r/MG37HQB>

Please complete this survey by March 18th.

Thank you for your time!

Welcome to our newest members!

Lara Borsoi - Oral Roberts University
Andre Code - ORS MEDCO
Rick McKinney - Benefit PhD's
Clarissa DeLapp - Mid-Continent Group
Lorie Hulseley - First Oklahoma Bank
Brittany Morgan - Victory Church
Lyn Stewart - Branch Communications
Vanessa LaValley - Spectrum Paint
Julie Lechlinder - Church on the Move
Kathryn Raybourn - US Pioneer LLC
Megan Brackett - Case & Associates
Jacqui McFarland - Tulsa World
Tyler Hosier - APSCO, LLC

Mark your calendar!

Wednesday, March 9 - HRIS Meet Up Group

Wednesday, March 23 - Program Meeting

Thursday, March 31 - Learning Lab

April 4 - 7 - OKHR State Conference

[Calendar](#)



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