



## Newsletter

### Letter from the President

Happy 2023! Can you believe we are almost 3 years post the COVID-19 pandemic that continuously shifted not only our mindsets as HR Professionals, but nearly all aspects of our professional *and* personal lives? Yeah, me neither! Do not get comfortable just yet. An economic slowdown and inflation surge may be ahead. However, I believe our profession is uniquely qualified to reshape how companies navigate this storm. Let's dive into the pool together.



2022 was a year of expansion for many of us— and personally, the most transformative year of my life. My family joyously welcomed our first child into the world (Brooks Arthur joined the party in July) and then painstakingly grieved the passing of my father a few short weeks later. After 12 weeks of maternity leave (which I am so fortunate to have at my organization) the year ended with a promotion to the Executive Leadership Team. I am honored and excited for this new opportunity, but most of all, inspired to continue advocating for my employees, by supporting and representing them at the highest level. All of this change has impressed upon me how critical the **balance of work and life** truly is, and has become my personal *and* professional resolution for 2023, harmonizing ambition and career with motherhood and family first.

When I first took leave last summer, the workforce was focused on the Great Resignation— employees leaving organizations in record numbers, and companies were forced to reexamine how they retain top talent. A breathtaking 43 million people quit their jobs in 2021, and that number is expected to be higher in 2022.

Returning in the fall, the trend had shifted to a focus on Quiet Quitting, the art of not taking work too seriously, or doing what's required and then getting on with life – having more work-life balance. When I began to dive into the research on Quiet Quitting, I quickly realized that employers must **embrace** this mindset without sacrificing productivity. How do we promote balance, keep our employees engaged and companies thriving? This is a delicate dance, and the HR professional will lead how companies mitigate this new phenomenon.

Harvard Business Review's [article](#), "When Quiet Quitting Is Worse Than the Real Thing" by Anthony C. Klotz and Mark C. Bolino, identifies three key strategies for employers and HR leaders: redefine employee's core job duties, listen and invest in your people, and stop the unhealthy hustle culture (replace with sustainable practices). How do you plan to lead and navigate your teams

in 2023 during a potential recession and Quiet Quitting? Let's unpack a few options together.

Three in 23, a **People Operations Strategy** for success in the year ahead:

- **Retaining talent:** the first strategy to help growing businesses thrive under challenging times is a laser-focus on defining roles and responsibilities; avoiding “job creep,” the gradual expansion of an individual’s core duties that over time has plagued many organizations post-COVID, and now is the best moment to re-evaluate the creep. Focus on the core functions of the business, and how individual roles and responsibilities support those functions is key; identifying skill-gaps will help determine if specialized training and development is needed or if it’s an opportunity for recruitment.
- **People-First Culture:** launching an employee recognition program by tying the core values that drive company culture with recognition of team members living those values daily. Requesting feedback from the team, listening to the employee voice, and developing strategies to address their challenges is how we as HR professionals can guarantee our employees are heard. Employees want clear communication and contemporary policies. Let’s deliver.
- **Balance the Hustle:** encouraging healthy work-life balance starts from the top— are leaders using their PTO? Not working after hours? If leaders are not engaged and leading by example, the expectation is to hustle till you drop. Employees instinctively follow their leaders and that is not good if their leaders are working 24/7. Above all else, let’s remember our employees are people, with families, friends, and pets, who deserve the balance of succeeding at their roles in the workplace and at home. Prioritizing the wellbeing of staff with HR driven programs to ultimately boost productivity and elevate satisfaction in the workplace should be a continued focus this year.

I can’t wait to hear what you have planned for 2023 and how we can leverage our HR roles to influence the success of our companies while supporting staff with career expectations and balance. Each new year delivers its own set of challenges, but I believe in the HR Profession and all of **you** are up for whatever comes our way. We are in a new era of talent driven focus for our businesses and the best in show (pardon the veterinary pun) will rise to the occasion. Let’s lead the way together!

My hope for this new year is not to master the work-life balancing act, but embrace it with open arms, thriving and learning from the journey. This year may be another wild ride, but together we can help our companies navigate uncharted waters!

And last of all, thank you for trusting me in 2023 to help guide our association to be the best example of kindness the world needs now.

Jackie Ramage, SHRM-CP, MHR  
TAHRA President, 2023

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## January Program Meeting

Wednesday, January 18 |11:15am - 1pm|

Renaissance Tulsa Hotel and Convention Center

## Purple Cow Leadership

*Presented by Saby Warwaich*

What does it take to be a stand-out leader?  
Leadership isn't the easiest path, but it is a meaningful and potentially rewarding one. How can you lead through your actions - with or without an authority?  
What makes some leaders stand out from the crowd?



The Purple Cow Leader has willing followers. Create positive morale, energy, and successful projects. Learn how to become the best leader you can be. It's not good enough these days to be a great leader, be a stand-out leader.

Sponsored by:



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## **January Learning Lab**

Thursday, January 26 |2pm - 4pm|

Zoom Meeting

### **Strengths-Based Leadership: How to Be an Effective Leader by Understanding your Strengths**

*Presented by Dina Fox*

*Dina Fox Consulting - dinafoxconsulting.com*

A strengths-based development strategy starts by focusing on what people do well. It then emphasizes and builds on those strengths to help individuals become even more productive.

Based on decades of research, the philosophy of strengths is that individuals experience more positive outcomes when focusing on their greatest talents instead of their weaknesses.

Individuals, teams and organizations that have applied this philosophy have had increases in performance, wellbeing, productivity, employee engagement, retention, profitability and other desired business outcomes.

*\*For this lab you will need your top 5 strengths from the Gallup Insight Report. If you do not have your top 5 strengths, we will provide an assessment code for the Gallup Strengths Assessment prior to the lab. If you have already taken the Gallup Strengths Assessment and have your top 5 strengths, you do not need to take the assessment again, but please have your Gallup Insight Report available at the lab.*

[Sign up here](#)

## **Welcome to the 2023 Board of Directors**

President - Jackie Ramage, SHRM-CP

President-Elect - Penny Horton, MSOD, SHRM-SCP, C-DER

Past President - Melissa Lockhart, SHRM-CP, SPHR

VP Diversity & Inclusion - Terasita Cowan, MBA, M.Ed, SHRM-CP, PHR

VP Education - Erin Hughes, BBHR

VP Leadership Development - Sarah Dial, PHR

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Board Member at Large (Certification) - Michelle Fuller, SPHR

Board Member at Large (Community Relations) - Denise Reid, SHRM-SCP

Board Member at Large (Sponsorship/SHRM Foundation) - Susan McGinnis, RHU

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College Relations - Barbara Abercrombie, Ph.D., SPHR

Hospitality - Ashley McIntosh, PHR

Registration - Tanecia Davis

Special Projects - Jeff Oujiri, SHRM-CP, PHR

Workforce Readiness - Leslie Runyan, SPHR

Chapter Management Professional - Julie Odom, CAE



**It's our anniversary and we hope you will come celebrate with us!**

**Where:** Water's Edge Winery Event Center  
3304 S Elm, Broken Arrow

**When:** Thursday, February 2nd from 4:30pm to 7pm

**How:** Drop in for a beverage, a snack and a mingle

**What:** Please RSVP at <https://www.eventbrite.com/e/the-people-perspective-5-year-anniversary-party-tickets-500944698077>

This is a paid advertisement.



## Renew Your TAHRA Membership and keep your member benefits!

- 35+ Professional Development Credits (PDC) annually for SHRM and HRCI
- Tracking of event attendance and PDC's and HRCI recertification credits in your member account
- Monthly program meetings and learning labs
- Annual Employment Law and Practices Seminar and Supervisor Training
- Professional Certification Preparation
- Biennial Return on Inclusion Summit
- Free HR job listings for member and their company of record
- Connections & Collaboration with other area HR pros
- Newsletter and members only TAHRA correspondence
- Access to TAHRA online membership directory
- Volunteer opportunities with TAHRA, area nonprofits, and other events
- Community Directory
- Member Discounts & Benefits
- And so much more...

When renewing your TAHRA membership, don't forget to renew/join SHRM. Being a SHRM member + a TAHRA chapter member provides you with exclusive resources you can rely on to advance your career.

[RENEW MY TAHRA MEMBERSHIP NOW](#)

[JOIN/RENEW MY SHRM MEMBERSHIP](#)

# FUNHR!

## 2023 OKHR CONFERENCE

Early Bird Registration Is OPEN!

With our great line-up of human resources speakers & sessions, the 2023 OKHR Conference will be an in-person event that you won't want to miss.

April 25th-27th, 2023

Oklahoma City Convention Center  
OKC, OK

[MORE INFORMATION HERE](#)

## Community Connections

### HELP US BUILD OUR COMMUNITY DIRECTORY!

We would love to build up our TAHRA's Community Directory to be a resource for our members. If you are part of a non-profit that provides services that are of interest to HR professionals, please consider adding your organization to our community directory. The TAHRA board voted to remove fees associated with non-profit listings to help build the resource and remove any barriers.

If you are a business that offers services to HR professional it's a great low cost option to provide a write up about your business and services for TAHRA members. It's only \$99 for a 12 month listing and includes regular display of your company logo and description on tahra.org homepage.

It's easy to sign up, click link to get started [Create Community Listing | TAHRA](#)

Let me know if you are seeking community partners to complement your HR strategies. I'm happy to assist with making connection.

Cheers to 2023!

Denise Reid, SHRM-SCP (she/her/hers)  
Board Member At Large, Community Relations



MEMBERSHIP INCREASES TO \$244 FEB. 1

Lock in Today's Rate and Save More  
**MULTIYEAR MEMBERSHIPS**

- » 2 years \$413 (10% savings)
- » 3 years \$585 (15% savings)

**JOIN & SAVE**



Set yourself up for success in 2023 with access to SHRM's invaluable resources. By [joining for 2 or 3 years now](#) you'll lock in — at the current rate before membership dues increase in February.

- 1-Year Membership: \$229, increasing to \$244 Feb. 1
- 2-Year Membership: \$413, increasing to \$439 Feb. 1
- 3-Year Membership: \$585, increasing to \$622 Feb. 1

## Research Study - HR Policies and the Opioid Crisis

Please help a team of researchers from the University of Alabama - Huntsville by participating in a research study that examines the impact of regional opioid and marijuana use on human resource practices and policies. You will be asked questions regarding your background and attitudes, your company's policies and your perceptions about your company's labor market. The survey will take approximately 20 minutes to complete. After completing this survey, you will have the option to request a summary report of our research results once the study has been published.

The link below is the same for all companies and will not be used to track your response. This survey is voluntary and designed to be anonymous. You will not be asked to provide your individual or company name. We will ask for information about your organization's location, industry and size to match your labor market with opioid epidemic data.

Please click on the link below to complete the survey:

[https://uah.co1.qualtrics.com/jfe/form/SV\\_9moq6XeKsXuHfql](https://uah.co1.qualtrics.com/jfe/form/SV_9moq6XeKsXuHfql)

**Welcome new members!**



Mark Burkholder - Aircraft Specialties Service  
Chloe Shell - Tulsa Housing Authority  
Susan Smith - The People Perspective  
Kacie Enyart - Polyvision, Inc.  
Cassy Hendrix - inTulsa Initiative  
Sally Hubbert - inTulsa Initiative  
Tisha Downer - EMSA  
Katie Halstead - SageNet  
Linette Factor - College of the Muscogee Nation  
Tami Henson - Berry Global  
Olgerta Visi - National University

Mark your calendar!

**Wednesday, January 18** -Program Meeting

**Thursday, January 26** - Learning Lab

Calendar



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