



Newsletter

From the President

Nancy Gunter, SHRM-SCP, SPHR



Becoming a Great Conversationalist

I have always been intrigued whenever anyone says that someone is a good conversationalist. Most of the time the person didn't actually say very much but instead asked questions.

Recently Harvard Business Review put out a Tip of the Day regarding how to become a better conversationalist. This is a slight rework of that article and worth reading if any of us would like to be better at networking, selling our ideas, or anything else that involves talking to people.

A simple 3 step framework for becoming a better conversationalist:

- **Start by preparing topics.** Think ahead about two or three things that others might enjoy discussing (not politics or religion). Consider a question you would ask to introduce the topic. Switch topics if you notice your counterpart's interest fading.
- **Ask more questions—especially follow-ups.** No one likes to be talked at. Being inquisitive shows you're listening and encourages deeper sharing.
- **Lead with kindness.** Good conversations aren't about being the smartest or most interesting person in the room—they're about making others feel heard and valued. Show you're listening by paraphrasing what others say or validating their perspective before responding.

The next time you need to be prepared to carry on a conversation try out these 3 steps. You might be surprised that YOU will be referred to as a "Great Conversationalist"!

April Program Meeting

Wednesday, April 16 | 11:15am - 1:00pm|

Lunch - 11:15 | Speaker - 12:00

Tulsa Country Club

Empowering HR: Enhancing Cybersecurity Measures for Organizational Safety and Control

Presented by Andy Bigbie



This is the program scheduled for February we had to postpone due to weather. The location of this program has been moved to the Tulsa Country Club.

This program is approved for Business Credits from HRCI.

Empowering HR: Enhancing Cybersecurity Measures for Organizational Safety and Control offers HR professionals invaluable insights into practical cybersecurity strategies that can significantly enhance their organization's security posture over time. This presentation focuses on actionable best practices and controllable variables that, when implemented, can lead to tangible improvements in cybersecurity within 3-6 months. From establishing robust governance structures and direct communication channels for incident response to conducting regular vulnerability assessments and fostering a culture of security awareness, attendees will learn how to proactively safeguard sensitive data and mitigate cyber risks effectively. By participating in this session, HR professionals will gain the knowledge and tools needed to play a proactive role in cybersecurity and contribute to the overall security resilience of their organization.

Sponsored by:



AllianceHCM

REGISTER

April Learning Lab

Thursday, April 24 |2:00pm - 4:00pm|

Tulsa Tech (Lemley) Client Service Center - Training Room 11

Agile HR – Taking your seat at the table of organizational change!

Presented by Parker Stephenson

This lab is approved for 2 Business credits from HRCI, as well as 2 pdcs from SHRM.

Today, a vast majority of organizations globally have undertaken the challenge of an Agile transformation or have plans to do so in the near future. The challenge with this is HR traditionally has taken a back seat to this major organizational change initiative, often leaving those responsible for supporting cultural change for much later in the change cycle. This interactive presentation aims to provide both contextual knowledge with techniques to reclaim your seat at the table of change within your organization.

[SIGN UP](#)

HR Department of ONE(ish)

Tuesday, April 8 |3:30pm - 4:30pm|

Gallagher Building

Join us for the 3rd session of our newly formed Department of ONEish group on April 8. This is a great opportunity to connect with fellow HR professionals in similar roles. Facilitators, Jenny Ruggs and Brittany Carolus will continue to share insights, best practices, and innovative ideas tailored specifically for those in a Department of ONEish (no more than 2 in HR).

**Please no consultants or sales people.*

[Register here](#)

THURSDAY, APRIL 24TH 5:30PM-7:30PM
107 N BOULDER AVE TULSA, OK

WHY ON EARTH ARE YOU IN HR?

NETWORK & SHARE YOUR WHY OVER
HORS D'OEUVRES & DRINKS AT BAR 46!

FREE FOR MEMBERS | \$10 FOR GUESTS

USE BUTTON BELOW TO REGISTER
BY FRIDAY, APRIL 18TH!

SPONSORED BY:



REGISTER FOR OUR NETWORKING EVENT
HERE



CONGRATULATIONS TO OUR 2024 TAHRA AWARD WINNERS

**RICHARD J MESSER EXCELLENCE IN HUMAN RESOURCES MANAGEMENT
AWARD**

PENNY HORTON, MSOD, SHRM-SCP, C-DER



Penny Horton is the founder, owner, and CEO of the boutique management consulting and HR outsourcing firm Who's Your HR?. Penny has been a TAHRA member since 2012 and currently serves on our board as past president. Penny has selected Greenwood Rising for her cash donation because their mission reflects two of her core values: transparency and the willingness to engage in difficult, but necessary, conversations that promote healing and perseverance. Greenwood Rising preserves and shares the unvarnished history of the Greenwood District and the legacy of Black Wall Street—work that is both courageous and essential. She is honored to support an

organization that prioritizes truth, education, and meaningful community impact.

NEW PROFESSIONAL AWARD

JOSHUA TANUSAPUTRA



Joshua Tanusaputra joined Career Development Partners as the COO in 2019, a talent management firm that helps companies recruit, develop, and transition their employees. Joshua has been a TAHRA member since 2020 and currently serves on the registration committee. Joshua has chosen Counseling & Recovery Services for his cash donation because he sees first hand the impact that CRSOK is making on the lives of individuals that need counseling and mental health services.

Counseling & Recovery Services, Inc., opened its doors in 1982 as a non-profit community mental health center. They are one of 15 community mental health centers under contract with the Oklahoma Department of Mental Health and Substance Abuse Services. Their goal is to provide quality treatment for people living with the effects of behavioral health and substance use challenges.

DEI AWARD

CRICKET MOORE, SHRM-CP



Cricket Moore currently works at CAP Tulsa as their Benefits Specialist where she is focused on measuring and administering their benefits program, which includes administering their leaves of absences, accommodations, and staff well-being initiatives. Cricket has been a member of TAHRA since 2022 and currently serves on the TAHRA board as a board member at large - Certification. Cricket has chosen to donate her award contribution to Tulsa School of Arts and Sciences (TSAS), a public charter school that welcomes every student as they are and challenges them to grow into their best selves. TSAS serves students from across Tulsa, creating a truly diverse and inclusive school community. With small class sizes and a deeply relational culture, TSAS consistently ranks in the top 5% of schools citywide in student and family satisfaction.

As of this year, TSAS faces significant financial challenges, including increased operational costs due to changes in district support and ongoing facility needs in their 100-year-old building. As a 501(c)(3) public charter school, they receive limited funding and no support from city bonds or traditional public school funding streams. This gift is a way to support a school that is doing transformative work and stewarding every resource with intention and care.

HR DEPARTMENT OF ONE AWARD

JENNY RUGGS, SHRM-CP



Jenny's journey into the world of HR began with a colorful mix of customer service, retail management, and childcare—skills she had no idea would serve as the foundation for her future career in Human Resources. Fast-forward to today, and she proudly wears the badge of "HR Nerd," having discovered not just her profession, but her true calling. Jenny has been a member of TAHRA since 2021 and currently facilitates our HR Department of ONE networking group. Jenny would like to donate her award money to the Tristesse Grief Center because it has been a significant resource for her and our community. When Jenny's mom passed away suddenly in 2023, she went to the Tristesse Grief Center for support and guidance on how to process her grief during the most challenging time in her life. Their staff and program were invaluable in helping her navigate the early stages of grief. By contributing to the center, she hopes to give others the same opportunity that she had.

HELPING HANDS AWARD

ALI WHITAKER



Ali is the Co-Owner of Spherion Staffing Tulsa, where she works closely with her talented team to connect top talent with the right companies. She has been a TAHRA member since 2022 and is an active member of the programs



been a Human Resource since 2012 and is an active member of the program's committee. Ali has chosen She Brews for her cash donation. She loves their mission of giving incarcerated women the opportunity to get back on their feet while also giving back to the community with their delicious coffee. She Brews uses quality coffee to open doors and create second chances for women transitioning out of incarceration. Their programs and employment opportunities give women the skills, community support, and inspiration to break the cycle of incarceration and reunite with their children.

Congratulations to our winners!

We would like to thank Crowe & Dunlevy for sponsoring our 2024 Awards.



Join us for ConnectHR, a two-day event happening on May 5th and 6th, 2025, designed for HR and Business Professionals looking to enhance their knowledge and expand their network. With a focus on HR, Business, and Legal topics, attendees will have the opportunity to engage in educational sessions led by industry experts and participate in valuable networking activities.

May 5-6, 2025 | OKC Convention Center

[REGISTER HERE](#)

**Are you ready to get SHRM
Certified?**

Join us for a

SHRM CERTIFICATION STUDY GROUP

May 4, 2025

THE SUNDAY BEFORE
THE SHRM OKLAHOMA
CONFERENCE FROM
9:00 AM - 6:00 PM

HOSTED BY :



&



****THIS CLASS IS FREE; HOWEVER YOU WILL NEED TO PURCHASE THE
SHRM LEARNING SYSTEM FOR \$750****

CONTACT [CERTIFICATION@OCHRS.ORG](mailto:certification@ochrs.org) FOR MORE INFORMATION

This study group is in conjunction with the SHRM Oklahoma State Conference, but you do not have to attend the State Conference to attend this course. You will need to register at the link below and pay for the SHRM Learning System materials. If you have the latest materials, you may attend at no additional charge. Please contact certification@ochrs.org if you have questions.

[Click here to sign up and order materials](#)

Maximize Your Growth: More Than Just Lunch and Networking

by Jessica Vaught, VP Leadership Development

While lunch and networking are great ways to connect with peers, our program meetings and learning labs offer much more. These sessions are designed to equip you with the latest HR trends, tools, and insights that are essential for your professional growth. It's not just about who you meet, but what you learn. By attending, you'll gain valuable knowledge on compliance, leadership, technology, and more—empowering you to stay ahead in the ever-changing HR landscape. Let's focus on building skills that drive real impact, together.



Join other forward-thinking HR professionals for SHRM25 in San Diego. Get ready for four days of learning, networking, inspiration, and professional growth. Whether you prefer competency-based HR seminars, hands-on workshops, or curated content on crucial HR topics like mental health, AI in the workplace, D&I, and so much more, there is something for you. Learn from business leaders you know and admire while the brightest minds in HR inspire you to propel your organization forward in the world of work. Hurry! Early bird pricing ends soon.

**Learn
More**

TAHRA Community Relations - Volunteers Needed

TAHRA is updating our website and looking for volunteers with website building skills, technical expertise, or a general interest in websites to help bring our vision to life! If you're passionate about this project, we'd love for you to join our committee. To get involved, email us at admin@tahra.org. The time commitment is just a couple of hours each month, with the project wrapping up by the end of the year.

Welcome new members!

Kelly Bennett - Superior Midstream
Clara Alvarez De Originales - CAP Tulsa
Gary Creekmore - East Central Oklahoma Electric Cooperative, Inc.
Diana Martin - AAON
Debbie McMillian - CF Industries
Kristen Burns - Filtrex Service Group
Jessica Miles - ONE Gas
Dr. Deborah Johnson - Northeastern State University
Zachary White - Kimberly Clark Corp.
Shala Wright - TEAM Professionals
Zach Schmidt - Steve's Real Food
Heather Cupp - SeneGence International, Inc.
Jennifer Adams - Kenco International, Inc.



TAHRA proudly supports SHRM Foundation, the nonprofit arm of SHRM, which mobilizes HR as a force for social good. We believe each of us in HR has the power and opportunity to lead change in the workplace. Together we're building a more inclusive talent pipeline, addressing mental health and wellness, and strengthening the HR field. Get involved to nurture the potential in HR, talent, and workplaces. Donate to make possible the research, toolkits, certificates, and scholarships that help us all thrive together.

[Learn More and Contribute Here](#)

Mark your calendar!

April 8 - HR Department of ONE(ish)

April 16 - Program Meeting

April 24 - Learning Lab

April 24 - Networking Event

May 4 - SHRM Certification Review Course (OKC)

May 5-6 - SHRM Oklahoma State Conference ConnectHR (OKC)

[Calendar](#)





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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