



## Newsletter

### From the President

Nancy Gunter, SHRM-SCP, SPHR

### Compassionate Accountability

This week, I attended the State HR Conference and had the opportunity to hear the keynote, Nathan Regier, on Monday. His topic was fantastic... "Compassionate Accountability". Those two words don't usually go together, but imagine how much stronger our world and workplace would be if they did!



I do a lot of work with Positive Intelligence (PQ) and there is one thing that people struggle with: How to hold someone accountable without Saboteur influence but rather leading with Sage mindset. Compassionate Accountability is exactly that! According to Nathan there are 3 switches to flip in order to have the compassionate mindset WITH Accountability.

1. **Value** – Everyone is valuable and deserves to be listened to.
2. **Capability** – Everyone can contribute and be part of the solution. Capable is different from Competent.
3. **Responsibility** – Everyone is 100% responsible for their feelings, thoughts and actions. No one makes you feel a certain way.

We can only flip these switches if we are staying away from judgement. To flip the switch on Value, we must be curious and interested in the other person. To flip the switch on Capability, we must provide a safe environment for people to own their behavior (this is where judgment must be kept in check). To flip the switch on Responsibility, we must ask others to step up to the behavior we want and need. The last switch is one of the most difficult, yet most important. We must be clear. As Brené Brown says "Clear is kind, unclear is unkind."

Let's lead our workplaces and teach our managers how to have Compassionate Accountability.

In honor of Mental Health Awareness Month this May, we're doing something special! For the first time, our monthly Program Meeting and Learning Lab will be held on the same day—both centered around mental wellbeing. While the

events are scheduled back-to-back, please note that **registration for each event is separate.**

This powerful two-part mental wellbeing experience will be led by renowned psychologist and speaker, Dr. Rosette Elghossain. [Learn more about Dr. Rosette here.](#)

## May Program Meeting

Wednesday, May 21 | 11:15am - 1:00pm|

Lunch - 11:15 | Speaker - 12:00 Tulsa Technology Center  
(Lemley Campus) Client Service Center



## Modernizing Your Culture of Mental Wellbeing

Presented by Dr. Rosette Elghossain

As mental health becomes more of a priority in the workplace, HR professionals may feel overwhelmed by how to advocate for more mental health resources, how to stress its importance to leadership, and how to maintain consistent focus amidst the ever-evolving world. Through this presentation, attendees will learn what makes mental health so important in the workplace despite stigma or pushback. We will also discuss how to remain resilient in mental health advocacy for their teams in the face of policy changes or internal misalignment.

***Sponsored by:***



REGISTER

## May Learning Lab - Special day and time!

Wednesday, May 21 | 1:30pm - 3:30pm|

Tulsa Technology Center (Lemley Campus) Client Service Center

## Reassess, Recalibrate, & Refresh Your Organizational Approach to Mental Wellbeing

Presented by Dr. Rosette Elghossain

Immediately following the program meeting, join Dr. Rosette in an engaging and interactive group session to reframe the conversation around mental wellness in our modern world. Attendees will participate in an interactive self-assessment to unlock opportunities to reassess, recalibrate, and renew their organization's journey towards improved mental wellbeing in the workplace.

[SIGN UP](#)

### **New Member Orientation**

Wednesday, May 21 | 11:00am - 11:30am|  
Tulsa Technology Center (Lemley Campus)  
Client Service Center

Are you new to TAHRA? The TAHRA membership committee would like to invite you to attend a new member orientation immediately before our May program meeting. At this orientation, we will have representatives from the TAHRA board sharing information about TAHRA committees and volunteer opportunities, provide information about the benefits of TAHRA and SHRM and networking with your peers.

Please join us! We would love to welcome you personally to TAHRA!

[Sign Up Here](#)

### **Forging Connections: Spring Networking Event Recap and Summer Event Preview**

TAHRA members and not-yet-members had a blast mingling and making connections at our after hours event on April 24! The conversations, food and drinks were flowing as we gathered at Bar 46 to network and unwind. The giveaways were a hit, especially for the winner of a TAHRA membership! Thank you to the TAHRA Membership & Hospitality Committee for making it all happen.

**Coming Soon:** Mark your calendar for our summer event taking place **Thursday, July 31** and stay tuned for details as we have more fun in the works!

### **Ashley McIntosh Receives President's Award**

Join us in congratulating Ashley McIntosh, PHR, the recipient of our 2024 President's Award—an honor given by the current board president to a TAHRA member who has been truly indispensable throughout

the year. Under Ashley's leadership as VP of Membership, TAHRA had a record-breaking year for membership growth in 2024. Currently, a Human Resources Project Manager at ONE Gas, Ashley's experience includes HR generalist work, HRIS, and DEI strategy. She has been a member of TAHRA since 2010 and has served on the board since 2023. Whether leading initiatives or offering support to our members, Ashley exemplifies service, professionalism, and collaboration. We're grateful for her contributions and proud to honor her with this award.



Photo - 2024 TAHRA Board President, Penny Horton (L) and Ashley McIntosh (R)



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**

## **Website Volunteers Wanted!**

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](mailto: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!**

Tony Rittenberry - Fastest Labs of Broken Arrow  
Christy Wylie - American StaffCorp  
Shelley Hughes - Scissortail Executive Advisors  
Brittany Wagner - SeneGence  
Louie Campbell - Brookhaven Hospital  
Ashley Burton  
Tatum Shurkey - GH2 Architects  
Debra Butler - Tulsa Housing Authority  
Robin Tobin - Tulsa Housing Authority  
James Thorpe - Epic Charter School  
Erin Calabrese - Tri-Star Construction, LLC



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!

**May 21** - New Member Orientation

**May 21** - Program Meeting

**May 21** - Learning Lab

**June 26** - Learning Lab

**June 29 - July 2** - SHRM Annual Conference

**July 16** - Program Meeting



July 24 - Learning Lab  
July 31 - Networking Event

*There will be no newsletter in June or July. Watch your email, social media, and our website for TAHRA events and correspondence.*

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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