

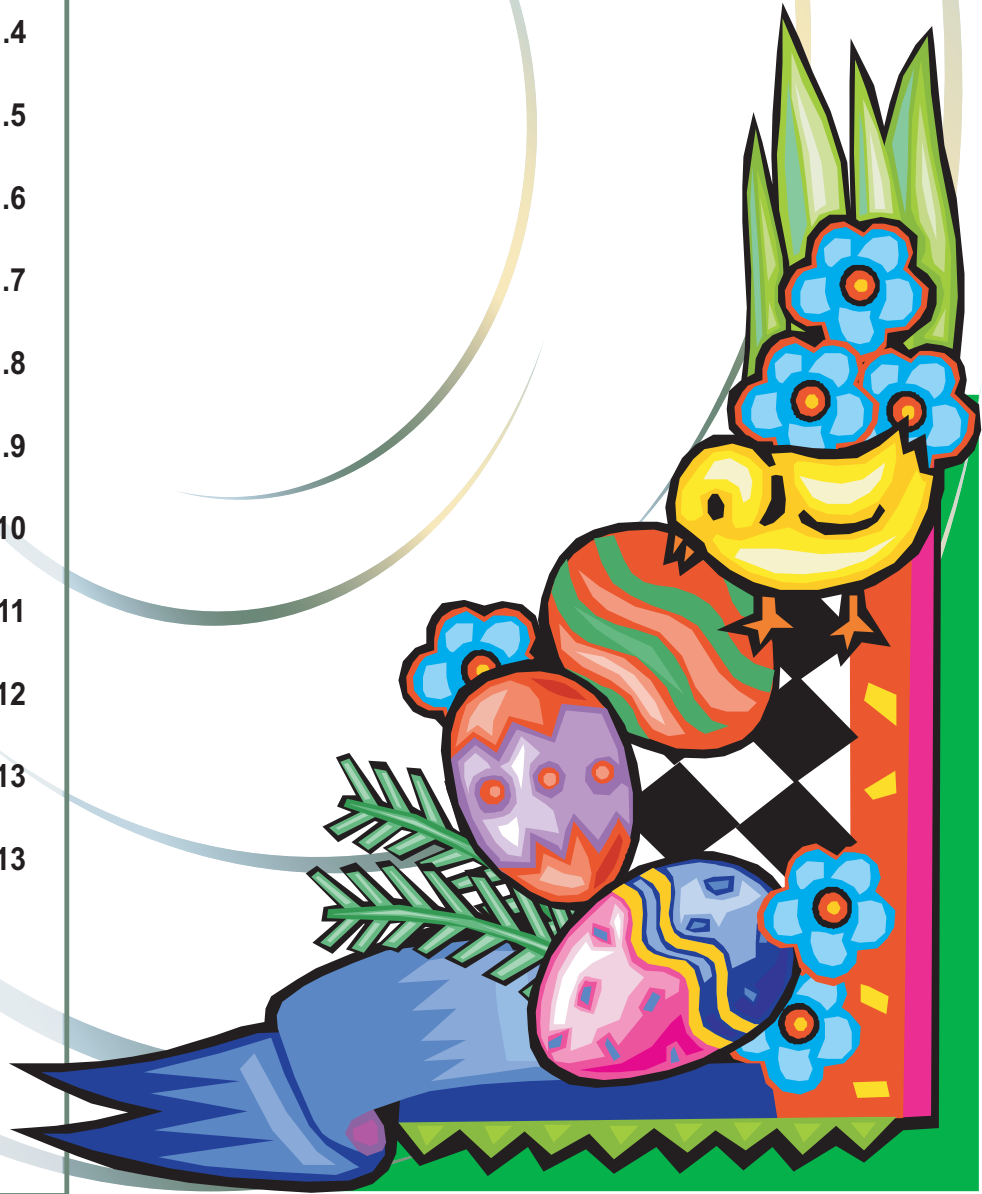
TAHRA NEWS

APRIL 2007

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TAHRA
Tulsa Area Human Resources Association





April Sponsor:



Please Note:

*Because TAHRA incurs costs
for reservations,
no shows will be billed.
Prepaid members must make
reservations.*

APRIL PROGRAM

SPEAKER:

*W. Kirk Turner,
Newton, O'Connor, Turner & Ketchum, P.C.*

WHEN:

Wednesday, April 18th

WHERE:

*Radisson Hotel
2201 N 77th East Ave*

TIME:

Registration/Lunch - 11:15

Business Meeting - 11:40

Program - 12:00 - 1:00

Workshop - 1:15 - 3:15

COSTS:

Members \$20 - Guests \$30 - Students \$10

Workshop - \$50

Reservation Procedures:

Please make all reservations online at:

<http://tahra.affiniscape.com/calendar.cfm>

**Reservations must be made by
Friday, April 13th.**

**RETURN
ON
INVESTMENT:**

Managing Absenteeism & Medical Information

*Presented by W. Kirk Turner,
Newton, O'Connor, Turner
& Ketchum, P.C.*

Profitable, professional handling of employee absences/leaves is one of the most challenging aspects of management's partnership with human resources. Thus, TAHRA is offering members and guests an interactive opportunity to address those issues.

W. Kirk Turner, Newton, O'Connor, Turner & Ketchum, P.C., is consistently one of TAHRA's highest rated speakers and legal experts. Kirk will train HR professionals and company managers together, on managing medical information and absenteeism. You will not want to miss this important, fast-paced and interactive presentation on understanding:

- ~ Navigating absence policies, i.e., FMLA, ADA, Workers Compensation, HIPAA,
- ~ Training to support the efforts of direct supervisors who put the policies into action,
- ~ Why you need medical information,
- ~ How to go about obtaining such information and
- ~ How to ensure that employees cooperate with employers in providing information necessary to evaluate medical status.

Managers & Supervisors Workshop

Immediately following the program meeting, Kirk will conduct a **two-hour session specifically for company managers and supervisors**. He will answer questions and provide training in these critical areas:

Managing employee absenteeism,

- ~ Coordinating absence management with the company human resources department,
- ~ Information you can and cannot get from employees and/or their health care providers, and
- ~ Legal risks associated with not managing employee absences consistently and fairly.

This training will be limited to the first 150 people who sign up, so be sure to reserve your spots today!

Program meeting registration is \$20 for Members; \$30 Guests, \$10 Students; \$50 for Managers & Supervisors Workshop.

Kirk Turner leads his law firm's labor and employment law group. Kirk's practice focuses on the representation of management in all areas of labor and employment law, including representing employers in state and federal court and before administrative agencies, providing counsel on legal compliance and strategic human resources decisions as well as having developed one of the leading workplace management/employee practices training programs in the region.

Kirk has been active in the labor/employment law and human resources field for many years, including serving on national, state and local professional human resources association boards for the past 10 years. Kirk is a graduate of the University of Arkansas School of Law and was recently selected as one of the Best Lawyers in America in the area of labor and employment law.



Penguin is the TOTEM for the Programs Committee – it's COOL to be a penguin!

Order and purpose are the penguin gifts. Penguin is a powerful totem to have and helps you change your reality, move between the worlds and awaken full consciousness.



SHRM FOUNDATION
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Owl's Dream Catcher is the SHRM Foundation.

The SHRM Foundation grants scholarships to students in the Human Resources field. At each of our program meetings throughout 2007, Owl will help catch Dreams by raffling \$25 gift cards for a \$1 donation to the Foundation. For each \$1, you can put your

name or business card into the basket of river rocks (symbols of sacredness & purity). At the end of each program, your name could be drawn to win a \$25 gift card!



At the March 14th Meeting OWL collected \$27 from members!



Owl is the TOTEM for both the PR & Leadership committees. Part of our work includes fund-raising and college relations. Originating from the Ojibwa & Lakota tribes, the custom is to hang a Dream Catcher over the beds of children to filter their dreams and protect them from nightmares as they sleep. Good dreams pass through the center hole and bad dreams are trapped in the woven web, where they perish in the light of dawn.

OUR PRESIDENT IS MISSING!!!

Our President, Candia Fields, is so "IN" to this whole TOTEM POLE promotion that she has disappeared and is apparently on a TOTEM-seeking mission.

A news crew caught this snapshot of her seeking out this TOTEM POLE in Angelfire, Colorado. You can tell by the look on her face that she was surprised the paparazzi was able to track her down.

Keep your eyes open for her!



Adrienne Barr	Flint Energy Services, Inc
Rodney Benham	Creek Nation Casino Tulsa
Donna Branch	Community Action Project
Paul Bush	Adams Affiliates, Inc.
Laura Chadwick	The Persimmon Group
Mary Coleman	Baker Hughes - Centrilift Division
Shela Davis	Zebco
Lisa Day	Hilti
Carolyn Dubie	Workforce Oklahoma/USDOL/SSA
Cindy Earnest	XETA Technologies
Adeline Fowler	Community Action Project
Alysha Havel	Webco Industries, Inc.
LaQuita Hinton	The Bama Companies, Inc.
Stephen Hughes	Hughes Training and Development Solutions
Wanda Jackson	Jonathan Gibson State Farm
Teresa Johnson	Wal-Mart
Paula Ketron	Sagebrush Pipeline Equipment
Patty King	Carpentree
Casey Lamb	American StaffCorp
Patricia Lyons	PACCAR Winch
Danielle Matlock	First Wave Aviation
Stan McCabe	Mystaf
Ginger Morris	Flint Energy Services, Inc.
Doug Moss	Red Man Pipe and Supply Company
Andra Nelson	Express Personnel
David Pennington	Hilti
Lynn Pulliam	N. Lynn Pulliam, SPHR, Inc.
Jamie Rogers	Reasor's Inc.
Tracy Smith	Navico Inc. / formerly Lowrance Electronics
Cindy Smith	Creek Nation Casino Tulsa
Susan Tackett	American Foundry Group
Mary Ann Van Curen	Fuel Managers, Inc.
Julie Via	Lowe's
Rebecca Williams	Samson
Jeffery Williams	Muncie Power Products



Membership's TOTEM is BEE, the organizer - symbol of productivity and fertility.



Don't Just Read All About It!

Bring Your Managers & Supervisors

on April 18th from 1:15 - 3:15 p.m.!

Managers & Supervisors Workshop

Kirk will conduct a two-hour session specifically for company managers and supervisors to answer questions and provide training in these critical bottom line areas:

- ~ Managing employee absenteeism,
- ~ Coordinating absence management with the company's human resources department,
- ~ Information you can and cannot get from employees and/or their health care providers, and
- ~ Legal risks associated with not managing employee absences consistently and fairly.

This training will be limited to the first 150 people who sign up, so be sure to reserve your spots today! Workshop registration is \$50, a rare value for this level of legal expertise.

After the 11:15 program meeting Return on Investment: Managing Absenteeism & Medical Information at the Downtown Doubletree, TAHRA is providing a special workshop just for them, with Kirk Turner. Kirk's law practice at Newton, O'Connor, Turner & Ketchum, P.C., focuses on representing management in all areas of labor and employment law.



**April 29 - May 1
Cox Business Services
Convention Center
Oklahoma City**

Oklahoma Human Resource State Conference Registration Grant



*** Cindee Summers, Director of HR at Electronic Label Technologies won the drawing for the March \$100 grant toward state conference registration.**

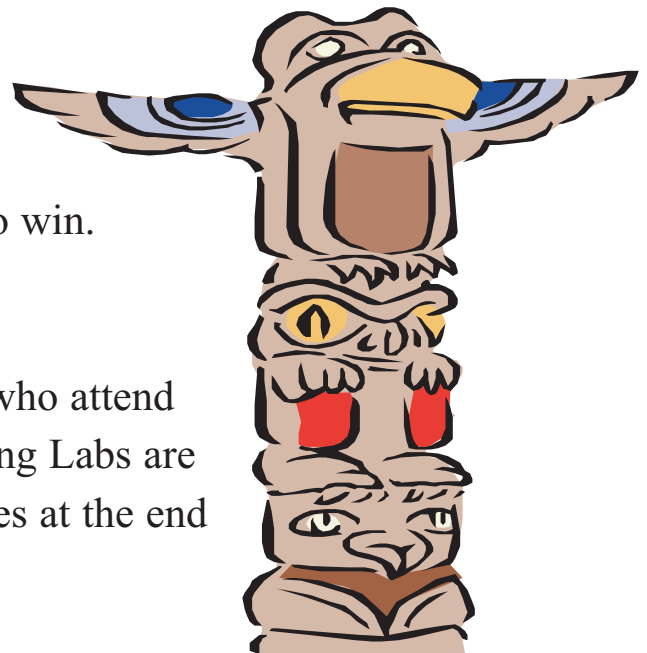


Treasures of the TOTEM Pole

*Would you like to win a 42" Plasma TV
or 2 American Airline round-trip tickets to anywhere
in the US and Canada, excluding Hawaii and Alaska? You can...all
you have to do is attend TAHRA events throughout the year.*

Just drop your business card in the TOTEM POLE at the registration table at *every* TAHRA event you attend, whether it's a program meeting, learning lab or law seminar. The more TAHRA events you attend, the more chances you have to win. It's that easy!

Your cards will be counted each month. Those who attend the most TAHRA Program meetings and Learning Labs are eligible to win the TV, tickets, and/or other prizes at the end of the year!



*Good luck and hope to see you at the
next TAHRA event!*



· ADDISON GROUP ·



*We would like to thank
Admiral Express for the 42" Plasma TV
and
Addison Financial for providing us the airline tickets.*

DIVERSITY UPDATES AND ANNOUNCEMENTS

DIVERSITY NETWORKING BREAKFAST

On March 9th, HR Professionals from throughout Tulsa came together for the 1st Quarter 2007 Diversity Networking Breakfast to share ideas and progress related to their Diversity and Inclusion efforts. HR leaders from Williams, Dollar Thrifty Auto Group, Tulsa Technology Center, Bama, Nautilus, and Samson discussed what is working to create inclusive environments where diversity can thrive in their respective workplaces.

Don't miss the 2nd quarter event! We will also share resources and tools via email and conference calls. If you are interested in participating in the TAHRA Diversity Networking Group, please email Bianca Shannon at Bianca.Shannon@Williams.com, or call Bianca at 918-573-9676.

DIVERSITY LEARNING LAB

“Starting with the Face in the Mirror – Diversity Understanding for the HR Professional”

April 26th, 2:00-4:00 p.m.

Tulsa Technology Center, Lemley36th & Memorial

BITs Building (south side of campus), Training Room One

Presented by Alison Anthony, Williams Director of Diversity and Employee Relations

See more information in the Learning Lab section of this month's TAHRA Newsletter

APRIL'S HIGHLIGHTED RESOURCES

“Mentoring Done Right” by Rebecca Hastings: Check out the March 2007 SHRM Online Diversity Focus Area for best practice efforts to increase the benefits of mentoring. Company-sponsored mentoring programs should be inclusive, target specific organizational needs and provide mutual growth opportunities for mentor and protégé, experts say.

http://www.shrm.org/diversity/library_published/nonIC/CMS_020787.asp

If you are a SHRM member, sign up to receive the free monthly e-mail-based Diversity Newsletter, *Mosaics* at <http://www.shrm.org/diversity/mosaics.asp>. The newsletter provides:

Web site updates. Highlights of new material added to the SHRM and Diversity web sites.

Diversity news. A look at the trends from the world of workplace diversity.

Research highlights. Surveys, workplace metrics and more.

Bulletin Board highlights. Share your ideas with colleagues in HR.

More. Issues include information about upcoming events, highlights from webcasts, conferences and seminars and more.





2007
*Oklahoma Human Resource
State Conference
~Keynote Speakers~*

Sherri Coale, University of Oklahoma Women's Basketball Head Coach. In her 11th season as head coach of the University of Oklahoma women's basketball team, Sherri Coale, of Norman, is considered one of the top collegiate coaches in the nation. She accepted the spot at OU in 1996 and turned the program into a consistent national title contender. The Sooners have racked up 4 regular season Big 12 titles, 3 Big 12 tournament titles and made 7 straight appearances in the NCAA tournament, including a turn at the Final Four. The Big 12 stars have made history, won titles and, made it to this season's "Sweet 16." Come hear the coach, wife and mom tell her story.

Steven Hendrickson, of Tulsa, is Boeing's Director of State and Local Government Relations. Supervising a staff of 21 in all 50 states, Steve has a BS in Finance from Cal State, Northridge, an MBA from the Peter Drucker Center, and executive certifications from Dartmouth, University of Washington, and Boston College. He started his career in 1982 when Boeing was Rockwell International. He chairs the Governor's Council for Workforce and Economic Development, the State Chamber's International Committee, is on the board of the Oklahoma Business Roundtable, and is active in Leadership Oklahoma, Leadership Tulsa and the Tulsa Global Alliance when he's not busy being a lobbyist, husband and a dad.

To register and to find detailed information go to www.okshrm.org and click on State Conference.

April 29 - May 1

Cox Business Services Convention Center

1 Myriad Gardens Oklahoma City

For 2008 State Conference information or to volunteer to help plan the 2008 State Conference, contact Terri Martinez terri.martinez@jqh.com

April 26, 2007 2 p.m. - 4 p.m.

Tulsa Technology Center - Lemley Campus - Training Room 1

Members - \$15 Guests - \$25

Starting with the Face in the Mirror

DIVERSITY UNDERSTANDING FOR THE HR PROFESSIONAL

with Speaker Alison Anthony



With changing workforce demographics and a strong need in our businesses to actively recruit, retain, and engage a diverse, high-performing workforce, HR Professionals need a solid understanding of the business case for valuing diversity in the workplace and how to help lead their organizations toward an inclusive culture where diversity can thrive. While many organizations cannot devote a full-time professional to the diversity arena in their workplace, there are many integrated approaches an HR Professional can take to help their organizations thrive with the diverse labor force of the 21st century.

Learning Objectives:

As a result of participating in this lab, you will:

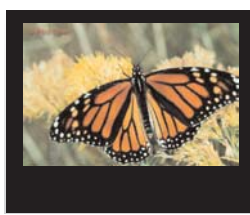
- ~ Examine your own 'face in the mirror' and address your understanding and possible discomforts.
- ~ Become more aware of how biases impact the workplace and understand the business case for valuing diversity.
- ~ Experience and take away tools that can be used with leaders in your organizations.
- ~ Examine business case material and SHRM resources.

Before we can help drive an effort to leverage the many differences in the workplace, we have to understand the value of an inclusive workplace. Only then can we become effective in what is often a major culture shift.

Please make reservations online at:

<http://tahra.affiniscape.com/calendar.cfm>

Reservations must be made by Friday, April 20th.



Butterfly is Learning Lab's TOTEM. Butterflies are symbols of freedom and creativity. They hold the gift of transformation and evolution of the soul

Alison Anthony Bio:

Alison Anthony is the Director of Diversity and Employee Relations at The Williams Companies. Alison joined Williams in 1999 and previously held roles as the Manager of Diversity, an HR Business Partner, and a Consultant for Performance Management and Leadership Development. Prior to joining Williams, she worked in Higher Education for Oklahoma State University and management positions in the Staffing Industry.

Alison is a graduate of Oklahoma State University with both a Bachelor's and Master's degree. Her current community involvement includes serving as a Board Member for the Community Service Council, Planned Parenthood of Arkansas and Eastern Oklahoma, Tulsa United Way Teensway, and Oklahoma Business and Education Coalition's Education Policy Board. She serves on the Tulsa Metropolitan Chamber's Education Committee and Oklahoma State Scholars Steering Committee. Alison previously served the community in positions such as Oklahoma Minority Supplier Development Council Board, Board Member for the National OSU Alumni Board of Directors, President of the Tulsa County OSU Alumni Association, OSU Arts and Sciences Alumni Board, the Executive Board for the Margaret Hudson Program, Board Member for Tulsa C.A.R.E.S., and Secretary of the Board for PFLAG.

Alison and her husband Mark Wilson, who works for the University of Oklahoma, reside in Sand Springs, Oklahoma, and have five children. The common thread among all Alison's professional, community service, and family roles is that she is committed to helping people have the opportunity to reach their fullest potential.



MARK YOUR CALENDARS for these upcoming events

BRING your Managers & Supervisors to the Program April

18th! A special session will be held afterwards to support them with training on Medical Information & Absentee Management. They can talk to an employment lawyer, Kirk Turner, about their issues.

Thanks to the *Drillers*, last month's sponsors, for the chance to attend the Drillers game and picnic at the ball-park starting at **11am on Tuesday, April 10th**. There are a few spots left so Contact Josh Lovetere at 877-3718

State HR Conference on **APRIL 29 thru MAY 1, 2007** in OKC. Register online www.okshrm.org. Volunteer to help plan the 2008 State conference by contacting Terri Martinez terri.martinez@jqh.com the TAHRA liaison.

TAHRA golf tournament on Sept 21st ...see ad on page 14

For those of you who don't golf, come spend the afternoon at the resort with us and Kristine Sexter, for our Learning Lab from 3-5pm: *"The Top 18 Most Effective Employee Recruiting Strategies: Attracting the Eagles, Not the Turkeys!"*

TAHRA Law Seminar is coming in November. Watch for registration information.



**ADVERTISE
WITH
TAHRA**

Sponsors and advertisers are a very important element to TAHRA.

Revenue from our advertising and sponsorships help our organization develop and present meaningful programs, create opportunities for continuing education and strong peer interaction, and enhance our overall contributions to the Human Resource profession.

- **Get the word out!**
- **Target **400+** human resources professionals with purchasing power!!**
- **Contribute to a non-profit organization that develops your talent pool!**

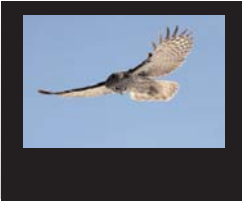
**If you would like to advertise with TAHRA,
contact a Public Relations Committee Member
or Sharee Wells, Vice President, Public Relations,
at swells@jlkirkassociates.com**

TAHRA's Student Scholarship award winner **Amanda Armstrong** with ORU student chapter advisor **Susan McMurray**, Joy Cashman and Tony Espino and TAHRA Member, Travis Jones.

President Candia Fields presented Amanda with a check for \$500.

Congratulations!

STUDENT Scholarship Winner



Leadership Development's TOTEM is OWL - there are 137 different types of owls, thus the Diversity and College Relations committees are well represented by the Messenger, symbol of Wisdom and Truth.



As you can tell, we enjoyed having Hornsby join us at our March meeting.

Here he is with new member Mary Rose Hart from Rogers State University, and Driller's sponsor's Brandon Shiers, Josh Lovetere & Peter McAdams, TAHRA Member.



Michelle Reinsch, Field Manager Employee Relations, Dollar Thrifty won the Driller's gift basket drawing.

There are a few spots left for the **Drillers game and picnic** at the ballpark starting at 11am on Tuesday, **April 10th.**

Contact Josh Lovetere at 877-3718

Mark your calendars...

10th Annual TAHRA

GOLF CLASSIC

A stylized illustration of a white golf ball with black dimples, sitting on a red tee. The tee is surrounded by green grass. The ball is positioned between the 'G' and 'L' of the word 'GOLF' in the main title.

September 21, 2007
Cherokee Hills Golf Club

For more info, go to www.tahra.org

TAHRA

Tulsa Area Human Resources Association



AFFILIATE OF:



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

CHAPTER 0175