

OCTOBER PROGRAM MEETING

The Top 6 Most Effective Interview Questions Ever Asked!
Speaker: Kristine Sexter,
Work Wise Productions

Hilton Tulsa
Southern Hills
7900 S. Lewis Ave.

October 21, 2009

Program Meeting 11:15-1:00

Sponsored By:



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TAHRA

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TAHRA NEWS

October 2009

OCTOBER MEETING

The Top 6 Most Effective Interview Questions Ever Asked!

by Kristine Sexter



This program has been approved for 1.00 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

In just 6 short questions, determine if you are interviewing your next star employee! This highly interactive session will provide all attendees with a strategic approach and method for quickly ascertaining whether an applicant is appropriate for their organization. The program is best attended by Human Resources professionals, Hiring Managers and any additional staff member that interviews potential employees. Focused upon interviewing and hiring strategies for entry level employees, this content-rich session has been rated a "must attend" by hiring professionals and leaders.

~ Who Is the Best Person to Conduct the Interview?

~ The Top 6 Most Effective Interview Questions Ever Asked!

~ Learn to "Listen" to What They Are Not Saying.

~ Illegal Questions: What You Should Know in the Years 2009-2010.

~ Bonus Content: Secrets to Hiring for a Management Position!



Kristine A. Sexter is an industrial and organizational psychologist who has devoted over 19 years to studying success and professional commitment. With an extensive background in recruiting, developing, and retaining top talent, Kristine expertly serves the human resources, hospitality, manufacturing, and healthcare industries with acclaimed results. Leaders, managers, educators, and success-oriented people have recognized her measurably effective training and consulting programs and is renowned for her enthusiastic and occasionally "wild" approach to employability and professional growth.

Ms. Sexter is a professional speaker, consultant, and columnist and is the author of six books, including "Rolling Out the Recognition: Employee Retention Strategies for Manufacturers."

She has served as a member on more than 19 professional Advisory Boards. She is often found presenting seminars to diverse audiences including corporate clients, professional associations, college and high school students and educators and the prison population.

Kristine is a member of the esteemed National Speakers Association, is the Past President of the Oklahoma Speakers Association, was the 2003 and the 2005 Speaker of the Year, and is an Honors Graduate of The College of New Jersey. While born and educated on the east coast, Kristine considers Tulsa, Oklahoma her home, having lived there since 1986 (but she really misses the pizza and the ocean!).

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TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

Cost - \$500 annually

TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off all sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

Potential Average Savings - \$1,020 annually!

TAHRA Partner Registration

Partner Name: _____ Contact: _____

Phone: _____ Fax: _____ Email: _____

Mailing address: _____ City: _____

State: _____ Zip: _____ Send invoice to (check one): Fax Email Address

Return Registration to: Susan McGinnis, fax:(918) 369-5906 or email: susan@benex.org
or mail: Susan McGinnis, BenEx, 8516 E. 101st, Suite H, T/O 74133.





The fall season is finally upon us and I must say I truly enjoy this time of year. Nothing is better than football, family, and friends. However, in the same breath I also think how very hectic it can be, professionally and personally. The fourth quarter is a crazy, wild ride into the New Year. TAHRA is not slowing down in the fourth quarter either. We have a full schedule of events and new opportunities for members.

One of those opportunities is the TAHRA Partners Program. TAHRA realizes the importance of our supporters and sponsors and we have designed a new program to demonstrate our commitment to them. TAHRA Partners will be recognized at each monthly program meeting as well as on our website and newsletter. For more information on how to become a TAHRA Partner, please contact Susan McGinnis at susan@benex.org or visit www.tahra.org.

On October 6th, TAHRA along with Tulsa Metro Chamber, The Oklahoma Center for Community and Justice (OCCJ), and Williams bring you Return on Inclusion – 2009 Summit for Business Leaders. The Summit has been approved for two recertification credit hours toward strategic recertification through the HR Certification Institute. Thanks to the supporting organizations, ROI is available at no cost to participants. For more information and to register, please visit www.roiok.org or www.tahra.org.

On November 5th, TAHRA will host our Annual Employment Law Seminar at the Renaissance Hotel. The seminar promises to cover all the hot topics in the field of HR. No one should miss this event. Discounts are given for early bird registration. After the seminar join the networking cocktail party. Have a drink on TAHRA and commiserate with other professionals on how you will handle the myriad of changes in employment law.

The November 18th program meeting is all about excellence in HR and TAHRA will present the Richard J. Messer Excellence in HR Management and New Professional awards. We understand the difference our members are making in the profession and want to celebrate them. Join us as we honor the nominees and winners of these two awards.

Holly Fisher

Holly Fisher, PHR
2009 President





- Return on Inclusion - 2009 Summit for Business Leaders

Tuesday, October 6, 2009

7:30-10:30am

Williams Tower, One Williams Center

7:30-8:30 Networking Breakfast in Will Rogers Room

8:30-10:39 Business Summit Panel in Williams Presentation Theater

Do not miss this summit!!!!

Thanks to our sponsors, there is no fee.

Please visit www.roiok.org
for agenda & registration.

RSVP by October 2, 2009

Free SHRM Membership Available to Unemployed Members

Unemployment doesn't have to keep active SHRM members from being able to take advantage of the organization's many resources when membership renewal time rolls around. The global HR organization is offering free "transitioning membership" for up to one year as a way to help its members stay current on HR issues and provide them with the resources they need in their job search. Visit the SHRM website at www.shrm.org for more details.

An Open and Heartfelt letter of THANKS!

by Jeff Matthews, VP of Diversity

As I stated last month, when I was asked to join the TAHRA Board as VP of Diversity, I did not know how I would **make a difference in sustainable diversity inclusion in the Tulsa metro area**. I know now that it is through this month's *2009 Summit for Business Leaders: Return On Inclusion*. Thanks go to many people for making this event come to life:

AEP/PSO's President and Chief Operating Officer, Stuart Solomon.

Mr. Solomon kicked off one of our Quarterly Diversity panel discussions making clear his passion for and commitment to diversity and inclusion in the workplace. That discussion gave rise to the idea that we should host a "bring your CEO to breakfast" to learn from other leaders how diversity and inclusion is good for the bottom line.

The TAHRA Diversity Committee. The committee has been a collaboration of dedicated people who share a similar vision about diversity and inclusion in the workplace and how it can be a positive return for a company's bottom line. Our committee members are from the public and private sectors, all with the full faith and backing of their respective organizations and leadership. They include The Williams Company, US Cellular, Tulsa Tech, Imperial Food Service, Tulsa Metro Chamber, Dollar Thrifty Automotive Group, Inc., Langdon Publishing, AEP/PSO, Rogers State University, AAA, Tulsa Area Human Resources Association and Medical Management Professionals.

Supporting Organizations. Joining our efforts to accomplish our mutual goals are TAHRA, the Oklahoma Center for Community and Justice, Tulsa Young Professionals, and the Tulsa Metro Chamber. Other sponsors include Two BlackBerrys, courtesy of US Cellular; Three-day car rental, courtesy of Dollar Thrifty Automotive Group; a Garmin GPS, courtesy of Williams; Two "Rare" PSO Meter Desk Lamps, courtesy of Public Service Company of Oklahoma; and a \$300 gift certificate to Ihloff Salon and Day Spa, courtesy of TulsaPeople Magazine

Diversity Leaders. Participants include the region's CEOs, business leaders and HR professionals joining forces to explore best practices and strategies for investing in the attraction, retention and engagement of the diverse workforce of the 21st century. Speakers are among the area's most experienced inclusion leaders in business, non profits and education: the Honorable Kathy Taylor, Mayor of Tulsa; Steve Malcolm, Chairman, President & CEO, Williams; Dr. JoAnn Haysbert, President, Langston University; Dave Lopez, President, American Fidelity Foundation; Dr. Kara Gae Neal, Superintendent & CEO, Tulsa Technology Center; Stuart Solomon, President & COO, Public Service Company of Oklahoma; and Moderator, Hannibal Johnson, Esq., Author, Attorney, Consultant.

We have prepared an outstanding agenda so please join us for a morning of informative insight. Our website has details for registration. Please RSVP as soon as possible and visit our website www.roiok.org to learn more about this unique opportunity!

OCTOBER LEARNING LAB - BACKGROUND SCREENING BASICS

Patty Smith, VP of Education, and Ashley Johnson, ONB, LL Committee Member

October 29th ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus

Attend this month's Lab and learn:

- the myths and pitfalls of background screening
- insightful discovery of criminal record searches
- new automation technologies
- the latest changes that will impact the industry
- what's around the corner

Julie Hakman: Julie Hakman's involvement in employee screening began in 1997 when Total Information Services, Inc., recruited her for her innovative business development strategies and executive leadership accomplishments. Next, Julie launched World Gaming Network (WGN), which quickly became the leading provider of screening services to the gaming industry. WGN earned industry awards for product innovation and outstanding contributions and served as leading industry experts to the 2000 US Congressional Session - Indian Gaming Subcommittee Hearings.



In 2005, Julie created AmericanChecked Background Screening Solutions (AC), a certified woman-owned business, as a nationwide screening company. The Executive team at AC collectively represent over 40 years in the screening industry. Over the last three years of growth, Julie and the staff at AC were featured in Tulsa's Xposure Magazine as "One of the Top 20 Businesses on the Rise". AC has an impressive list of clients, including The MGM Mirage Resort Group, Cherokee Nation, Tulsa Public Schools, and The Make-A-Wish Foundation.

Julie Hakman has over 25 years experience in business leadership. A graduate of the University of Oklahoma, she is a member of SHRM, Women's Business Council, Board of Directors - National Association of Professional Background Screeners (NAPBS), Board of Trustees - Carver Foundation, International Masters of Gaming Law Association, and has served as a consultant to the Casino Management Association Executive Board and the National Indian Gaming Association. Julie is consistently honored by the National Indian Gaming Association, and was the recipient of the 2009 Crystal Award honoring Outstanding Small Business Person of the Year. She is featured speaker at numerous HR, Gaming and Education events.

METRO TAHRA - issues related to HR & our community...

Denise Reid, Chamber Liaison

Tulsa Metro Chamber Building the Workforce for Tomorrow : CEOs for Cities – Talent Dividend Tour is coming to Tulsa! CEOs for Cities is a national network of urban leaders dedicated to building and sustaining the next generation of great American cities. The Tulsa Metro Chamber is a member of this network and we are proud to be bringing Carol Coletta the President and CEO to discuss strategies and the economic impact of raising our college attainment rates by 1% in our region.* If we are going to continue to expand and grow our existing businesses we must have a skilled workforce to meet those demands.

*Raising the college attainment rate by 1% would equal \$646MM additional dollars to our local economy.

The meeting will be held the afternoon of October 28th and will be open to the public. For more details please contact Denise Reid (918) 560-0255.

Partners In Education unites Tulsa Public Schools, Tulsa Metro Chamber and the business community to increase the quality of education for all students. The mission is to prepare Tulsa children to compete against their peers across the nation and around the world.

Since 1983, Partners In Education has linked children with resources for future success by connecting teachers with corporate, education, volunteer, government and civic leaders in partnerships that improve the academic and personal growth of the children. More than 1,100 community partners are involved. The program is expected to grow by 250 partners over the next year, due to a TPS initiative.

The Chamber encourages employers and parents to promote these efforts by supporting involvement in public schools. If we engage students, help provide them with confidence, skills and readiness they will pursue post-secondary education and formal training. For more information please contact Heather Johnson (918) 560-0218.



FUNDRAISING

Susan McGinnis, Fundraising Chair



When a TAHRA member is searching for a vendor, you want them to have your information, right? Now they will, through the website's new **Vendor Directory**. As a new sponsorship opportunity, the **introductory rates** are only good through 2009. You get to pick from two rate levels: The Standard Listing includes Company Info by Category for \$100/year. Or if you have a really cool logo you want to include that is the Premium Listing for a mere \$200/year. Also, your premium logo would be served up in a rotating ad in one of the level-3 front page ad spaces!

The category choices are:

- Assessments/Skills Testing
- Compensation and Benefits
- Employee Recruitment and Retention
- HR Consultants
- Other
- Background Screening and Investigation
- Employer Programs and Services
- Health, Wellness, and Safety
- HR Technology
- Training and Development

You are NOT limited to a single category. To sign up today, please contact Susan McGinnis, TAHRA Fundraising Chair: susan@benex.org.

CAMPUS CORNER

Laura Messer, College Relations Committee Chair



SCHOLARSHIPS AVAILABLE!!

TAHRA has established a scholarship program to promote the pursuit of a career in the field of human resources management and to recognize outstanding achievement of students in the field. Up to two undergraduate and/or graduate students will be selected and each will receive an award of \$500.00 for the fall and/or spring semesters. The award will be granted subsequent to the submission of evidence of enrollment in courses relevant to human resources management or participation in a course of study that leads to the award of a degree with the major field of study being human resources management.

The following qualifications are required for application:

- Member of a Society for Human Resources Management Student Chapter.
- Declared major in a discipline relevant to human resources management.
- Currently enrolled student, meeting his/her respective institutions definition of full-time enrollment for the degree program which he/she is pursuing.
- Minimum overall grade point average of 3.0 on a scale of 4.0.
- Intent to pursue a career in human resources management.

To be considered for the scholarship, please complete the application which is located on the TAHRA website. Applications must be received by **Friday October 30, 2009** and must be e-mailed to lmesser@sfandco.com. Transcripts may be sent via e-mail, mail or fax to: **Laura Messer**, Sartain Fischbein & Co. CPAs, 3010 S Harvard Ave Suite 400, Tulsa, OK 74114, Telephone: (918) 388-6610, FAX: (918) 744-1506.



DIVERSITY MATTERS

Jeff Matthews, VP Diversity

I just have to share this article with you this month. It opened my eyes to just what I still have to learn about myself and my fellow human beings. No matter how much "I" think "I" know about diversity and inclusion, how much "I" have lived it, "I" continue to learn more about this evolution. As a person of a "diverse background", I think that I may have a unique seat on this train that gives me an unlimited view of the rest of the world. I could not be any more short-sighted in my own mind. This change is ongoing, alive and breathing; and none of us are immune to it. It has to do more with the choices we make in this area and the responsibility we accept.

Inclusion: It's About Change!

By Jack Pearpoint & Marsha Forest

Inclusion means change!! We believe both inclusion and change are inevitable. Whether we choose to grow with and from these changes is a choice.

It has been instructive to be a participant in hundreds of emotional meetings about "inclusion", when it is crystal clear after a few minutes that inclusion is only nominally the topic. The real topic (seldom stated) is Fear of Change! Many people in education and human services are afraid they will lose their jobs. Afraid of new responsibilities. Afraid of what they don't understand. Afraid of being accountable.

The words that come out are: "But, we don't have enough money! But, we haven't been trained to take care of those! But, I didn't choose special Ed! But, I don't have special curriculum guidelines, and I don't have time to create a special program for "them". The other children will suffer!" We all recognize the phrases. Listen deeper. Most of the "buts" are about "me" "I". The butts that are couched in deprivation to the other children reflect both ignorance of virtually everything we know (for centuries) about cooperative learning and peer tutoring, and too often are a guise to cover "I don't want to risk giving up control!" "I am afraid that people might find out that I don't know everything! I don't want to do this." I am Afraid! This is the key phrase underneath most of the kvetching and whining. But for many, there are deeper fears that are teased out with great delicacy. People are afraid of being "faced" with their own mortality, with imperfection. People are afraid 'they might catch IT'. These deep seated fears are a product of our culture. It is not the fault of individuals (teachers and human service workers) that they are afraid. We were all taught to 'put "them" out of sight' and as citizens and taxpayers we have. But, now we know that 'putting people away' is a decision just one step away from extermination. The film, Schindler's List reminds us that segregation in any ghetto is life threatening.

The answer is that we must Face the Fear, and Do It Anyway i.e. include everyone. This will be uncomfortable - even terrifying for a few moments, but fears pass. When we face our fears, and proceed regardless, they immediately diminish and come into perspective. We have had conversations with hundreds of "Inclusion Survivors" - teachers and human service workers who were petrified. They endured a few weeks of "Tylenol Therapy" and then as if by magic, the terror passed. In interviewing people about that period, there is an overwhelming pattern. Every single person remembers being terrified. No one can remember what they were afraid of... just that they were afraid - and it passed. It usually takes

about six weeks which is the general pattern for any crisis situation to get back to normal.

There are lessons to be learned. All too often we tell people who are being faced with change: "Don't worry. Don't be afraid!" This is nonsense! Inclusion is about change. Change is terrifying - for all of us. Our bodies are designed to seek "homeostasis" - equilibrium. Change upsets us. It's scary. It's unpredictable. But since the issue is one of survival - about the Human Rights of individuals, we must do it anyway. We do not have the right to exclude anyone. Our fears are simply an obstacle to overcome. They cannot and must not be a reason to deny any person their rights. A second learning is that people need support to get through the crisis period of change. The fascinating facts are however, that this has very little to do with budgets. The key ingredient in effective support of change is supportive relationships. What we need is to 'practice random kindness and senseless acts of beauty' - a kind word - a thoughtful gesture. It is knowing someone will be there when you need them. Recently, the American Federation of Teachers launched an attack on inclusion - a tragic and misguided assault. They have identified support as essential for effective inclusion and find "dumping" practices abhorrent. We totally agree. But the enemy of lack of support in schools, training and beyond is not innocent children or the issue of inclusion. The villains are faceless policy makers who continue to slash at the support structures that enable and encourage teachers and others to go the extra mile. If some educators cannot come to terms with including everyone, it may be time for them to move on to other jobs. It is entirely legitimate to provide job security - but not security against change. People who cannot support rights for all have the right to their own personal opinion but not the right to stand in the way of the rights of other citizens.

We conclude that Inclusion is purely and simply about CHANGE. It is frightening - and exciting. The rewards are many. It will be and is hard and often emotionally draining work. Erik Olesen in his book 12 Steps to Mastering the Winds of Change says, "the mediocre resist change, the successful embrace it." We must invite success for inclusion and thus embrace change with all our hearts and souls. We must build strong teams to support one another. We must stop wasting our time worrying about the "kids" when what we need to develop are creative design teams that meet every problem with the same spirit found in the corporate sector. Let's borrow the lines from people who sell hamburgers, running shoes and hotel rooms - their slogans: DO What it Takes! JUST DO IT! and YES, WE CAN! These are messages we can adopt for our own work!! Finally we like to remember that "An injury to one is an injury to all!" and in the case of inclusion, "The benefit to one will be the benefit of all."



RECOGNIZING OUR LEADERS

Bill Young, VP Leadership Development

Nominate a TAHRA member for the 2009 NEW PROFESSIONAL AWARD

This special award recognizes an outstanding new professional in our organization. The recipient serves as an inspiration for others, sets high standards, has contributed to the advancement of the profession and gives of themselves to the betterment of the community. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged.

The award consists of a **\$300 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 18th meeting.

If you would like to nominate a TAHRA member for this award, please forward his or her name to the Awards Committee in care of Bill Young, VP Leadership Development via phone (293-0500) or email bill@cdpartnersinc.com.

Award Criteria

SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications (PHR, SPHR, GPHR, CEBS, CCP, etc.)

CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings
- Professional achievements (example: significant contribution to an organization's strategic effort)

OTHER

- Involvement in college clubs or activities
- Community involvement
- Achievements/accomplishments in other areas

Make Your Nominations by October 1, 2009



RECOGNIZING OUR LEADERS

Bill Young, Leadership Development

Nominate a TAHRA member for the 2009

Richard J. Messer Excellence in Human Resources Management Award

This special award was designed to recognize outstanding leadership and achievements in the human resources field. The recipient is an individual who serves as a role model for others, sets the standard by which others are measured and unselfishly gives of themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated.

The award consists of a **\$500 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 18th meeting.

If you would like to nominate a TAHRA member for this award, please forward his or her name to the Awards Committee in care of Bill Young, VP Leadership Development via phone (293-0500) or email bill@cdpartnersinc.com.

Award Criteria

SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications

CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership for a minimum of three years
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings

PROFESSIONAL LEADERSHIP

Leadership in the Human Resources field as may be demonstrated through the following criteria:

- Significant professional contributions to the Human Resources field including special articles, presentations, teaching or publications;
- Providing expertise or services to related professional organizations and/or projects including the state council, annual state conference or SHRM

COMPANY LEADERSHIP

Contributions to his or her employer(s)

- Outstanding approaches, innovations, or creative ideas applied to the area of human resources
- Overall contributions benefiting the nominee's employer that are outside the normal requirements of the position

COMMUNITY AND CIVIC INVOLVEMENT

Active leadership role in community and/or civic organizations demonstrated through:

- Level of service
- Contributions to the organization
- Years of service

Make Your Nominations by October 1, 2009



TAHRA FALL MEMBERSHIP DRIVE

Sharon Goss, VP Membership

Would you like a chance to win *one of five \$100 gift certificates*? Effective August 18th, we kicked off our fall membership drive. All you have to do is refer an HR professional to TAHRA. If she or he is approved for membership, your name will go into a drawing for one of the five \$100 gift certificates. There is no limit on how many people you can refer. If your name is drawn multiple times, you will win multiple gift certificates!! You could win \$100, \$200, \$300, \$400 or even \$500 in gift certificates, so get started referring potential new members!

Now is the easiest time to recruit new members since TAHRA's annual membership fee is prorated to \$60 for the rest of the year (regularly \$100).

Specifics:

- ~ Membership drive ends October 31st. Any applications received by this date that are approved will qualify.
- ~ Potential member must list you on their electronic application.
- ~ Drawing for all five \$100 gift certificates will take place at the November program meeting.

Thank You

**TAHRA would like to thank
Monica Maple with**



**for generously donating the gift
certificates for this membership drive.**

Reliant's Learning Management System
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providing instant access to vital information you need now!

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Start/End	Start Time	End Time	Status	CBT?	Class No	Course Title
10/25/2008	11:00AM	11:55PM	Pending Approval		11457	Orientation
10/31/2009					11457	Orientation

Active Employees	Completed Courses	Completed Tests	Evals YTD	Logins YTD	360s YTD
5239	3451	3031	2207	32398	1785

Search Employees	New Hires	Top Locations
First Name: _____ Last Name: _____ Job Code: _____ [Please Select One...] City Location (Default): _____ Alert: _____ [Please Select One...] [YES] [GO]	New Hires by Location [Bar chart showing 144 and 127]	Tulsa 85.79 Omaha 85.02 Denver 84.99 St Paul 84.36



ADVANCING THE PROFESSIONAL – MEMBER MOVES



The Diem Has Landed!

Diem Lewis became the HR Manager for Winnercomm Inc. about a month ago! Her previous work history includes 5 years as HR Manager at John Laing Homes and another 5 years at YMCA of San Diego County as HR Specialist. Diem's BA is in Business Administration w/minor in Leadership from University of San Diego. Her MA in Organizational Management is from University of Phoenix. She has her SPHR and American Humanics Non-Profit Management Certifications. During her job search, Diem has been invaluable to TAHRA as a volunteer on the Website Committee where she was instrumental in the rollout of the new site in April. She also volunteers for the National Guard Personnel Office and her church. Another little project she worked on during her job search was her new baby! When not at work, Diem is playing volleyball and co-ed softball, or spending time with her husband, 9 yr old daughter, 2 month old baby girl, and a 1 yr old Pom-Poo named Bear.

Thomas earns PHR on first try!

Thomas Hudson just earned his PHR certification on 6/15/09! As the Health & Safety Manager at Pelco for 3 ½ years he's handled responsibilities from hiring to compliance in all areas of Human Resources & Safety. He is enrolled at Rogers State University in pursuit of both his HR Management and Safety Management degrees. Prior to Pelco Structural, Thomas was an overhead crane service technician for P&H Crane Services and taught industrial safety for the Oklahoma Career Tech system. His professional certifications also include Class A CDL, North American Transportation Management Institute (NATMI) Safety and DOT Compliance, Forklift Instructor and 1st Responder. Thomas is a sound tech at church, belongs to Rogers County Young Professionals Organization, and is a member of SHRM. He attends most TAHRA events and is a willing volunteer as needs arise. Thomas likes playing with his sons and having family time. When finished with school, he plans to take up golf.



MEMBERSHIP

Sharon Goss, VP Membership

WELCOME NEW MEMBERS...

Ed Daman	J D Young	Sharon Benson	Newfield Exploration
Jonathon Bagroskey	NORDAM	Sherry Boerger	
Mindy Bennett	Cox Communications	Jennifer Peterson	Video Gaming Technologies, Inc.
David Parekh	Pic-Med of Oklahoma	Bob Hidde	Hidde Career Services
Justice Waidner	YWCA	Christine Conner	ITT Tech
Keisha Miller	Cimarex Energy	Staci Benway	Directv
Amy McKee	Saint Francis Health System	Kathryn Helser	
Brian Darnell	Reliant Live	Shelly Benton	Southwood Landscape and Nursery



MEMBER PHOTO OPS

September Program Pics



Carey Baker hosts meeting sponsors Jerry Ryan & Robin Wooster with StayTulsa.



Stephanie Ryan, Vicki Jordan, Pat Ellsburly, Rebecca Ford & Monica Maple win \$10 toward 2010 State HR conference from Chair Bryan Wempfen.



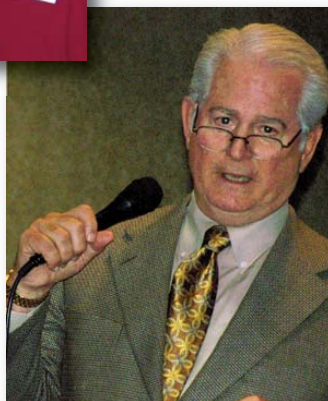
Dress for Success leaders Pat Simmons and Executive Director Ronda Adkisson with TAHRA Prez Holly (center).



Hard to find a seat in this crowd.



Carey collects business cards for our drawings.



Sponsor Jerry Ryan explains StayTulsa.



Aerotek meets Oneok.



Great to see ORU student chapter members.



Polly & Shahla collect clothes for Dress for Success.



Love these get together!



Gather round - the program's about to start!



So glad to see the camera approaching.



Pondering simple ways to avoid lawsuits.



We learn how costly manager mistakes can be.



Speaker Kirk Turner makes us seriously consider the mistakes managers make.

September Program Pics

MEMBER PHOTO OPS

Managers & Supervisors Workshop Pics



A full house for the annual Managers & Supervisors workshop.



Case & Associates managers take in critical information.



Supervisors pay close attention to what is legal.



Kirk Turner discusses basics with 90 managers and supervisors.



LEGISLATIVE UPDATE

W. Kirk Turner, Esq., VP of Legal and Legislative Affairs



ANNUAL EMPLOYMENT LAW AND PRACTICES SEMINAR

Thursday November 5th - Tulsa Renaissance Hotel - 6808 South 107th East Avenue

We will once again bring you a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important human resources topics, including:

- **Employment Law in the Obama Administration;**
- **Alternatives to Reductions in Force;**
- **Legal Issues Surrounding Controlling Social Media in the Workplace;**
- **Record Retention Requirements and Strategies;**
- **Managing Leaves of Absence Under the FMLA;**
- **Managing Healthcare Through Wellness Plans and Other Alternatives, and**
- **Other important and timely topics that every HR practitioner or attorney should know and understand.**

Lunch will be served at the seminar at no additional cost to participants, and the seminar will provide valuable continuing education credits for Human Resource Professionals and Attorneys.

Registration Fees (lunch included):

**\$170 - Early Payment Registration
(Must be paid by October 22)**

**\$130 - per person for Entities Registering
Three or More by October 22**

\$190 - Regular Registration

REGISTRATION VIA THE TAHRA WEBSITE IS NOW
OPEN IN THE EVENTS SECTION.

The agenda will be posted there soon.

TO VOLUNTEER

To help with this seminar please contact Ann Hollowell at
ahollowell@mpsolutions.com or Dana Lebold at dlebold@zebco.com.

QUESTIONS

For additional information, please contact W. Kirk Turner,
TAHRA Vice President of Legislative and Legal Affairs, at (918)
587-0101 or at kturner@newtonoconnor.com.

MEMBERSHIP EVENT

Sharon Goss, VP Membership

Join TAHRA for cocktails and hors d'oeuvres

*The Membership committee is hosting a cocktail party
following the Law Seminar at the Renaissance.*

~ No charge to attend.

~ We'll buy you an alcoholic or non-alcoholic beverage

~ Hors d'oeuvres for snacking.

~ Plenty of time to meet members and build your professional network

Thursday, November 5, 2009

5:00-7:00pm

TULSA RENAISSANCE HOTEL

6808 South 107th East Avenue

Register at www.tahra.org/events



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COMING ATTRACTIONS

OCTOBER

October 6th – 2009 Summit for Business Leaders – Return On Inclusion (See Page 4)

**New Member Orientation & TAHRA PROGRAM MEETING –
The Top 6 Most Effective Interview Questions Ever Asked! – October 21st**

Learning Lab – October 29th – Background Screening Basics

NOVEMBER

Annual TAHRA Law Seminar – **November 5th** – Renaissance Hotel, Tulsa

TAHRA Networking Cocktail Party – **After the Law Seminar – November 5th**

TAHRA PROGRAM MEETING AND EXCELLENCE AWARDS – **November 18th** – **Bring canned goods** for our Canned Food Drive

DECEMBER

December 3rd – Learning Lab

TAHRA PROGRAM MEETING – **December 16th** – **Bring a TOY** for the Toy Drive to benefit The Parent Child Center of Tulsa

2010

Watch for It – SPRING - 2010 State HR Conference Tulsa Renaissance

