

March 2013

Issue 23



Chapter 0175

## Letter From the President

by Brandon Brazeel, SPHR

In the face of a fast-paced, ever changing world, it is important that we as HR professionals stay one step ahead to protect our employees and our employers. We cannot fight this battle alone, and luckily we do not have to. You have taken the first step in preparing for a successful tomorrow by joining TAHRA, but I would like to take this opportunity to share some information about the Society of Human Resource Management (SHRM).



SHRM is the world's largest association devoted to Human Resource Management. Representing more than 250,000 individual members in more than 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and has subsidiary offices in China and India.

### IN THIS ISSUE:

[Program Meeting](#)

[Learning Lab](#)

[Sloan Award Application](#)

[Mentoring Program](#)

[Community Relations](#)

[Metro TAHRA](#)

[TAHRA Partners](#)

[TAHRA Board & Chairs](#)

## SHRM Membership

ROI of SHRM Membership

### We've run the numbers for you:

12 Issues of HR Magazine	\$ 70.00
Reading 3 of the more than 50 research reports	\$ 299.85
Participation in 12 webcasts from other organizations	\$1,500.00
Savings by not having to pay some consultant fees	Your estimate
Full access to SHRM sample forms, policies, how-to guides and presentations	\$ 300.00

**SHRM Membership Value = \$2,169.85 or higher**

**You Pay Only \$180 for 1 year full professional membership**

Membership in a SHRM affiliated chapter (TAHRA) means access to a local network of HR professionals, as well as professional development programs, products and services in your community that can broaden your skills and make you more valuable to your organization. There are resources and services through SHRM that local chapters cannot possibly duplicate, and there are resources through TAHRA that SHRM can't provide.

We hope that you will consider membership in SHRM along with your TAHRA membership. If you are already a SHRM member, please make sure that you have TAHRA designated as your local chapter (chapter number 0175). If you are considering joining SHRM for the first time, use the **promo code 0118** to receive a **\$15** discount off your one year full professional membership.



2013 Oklahoma Human Resources State Conference and Expo  
May 8-10, 2013  
Norman, OK

[Click here for details.](#)

Click

## March Program Meeting

Wednesday, March 20 |11:15am - 1:00pm|  
Embassy Suites  
Members - \$20, Guests - \$30  
[Register now!](#)



## Future of Talent Management

*Presented by Jason Lauritsen*

How do we ensure we have the talent we need to win? This question tops many CEO's priority lists. And yet, HR continues to struggle to meet this challenge because we are trapped in antiquated talent definitions and management processes from the past. The future demands a radically different approach to talent. To chart a new path requires a new mindset. We must begin by understanding where we are today and how we got here.

### Workplace Application:

Design more effective talent management strategies by understanding the history of talent management practice and trends affecting the future of work.

**Jason Lauritsen** is the reformed corporate guy. For nearly a decade, he spent his days in the belly of the beast as a corporate Human Resources leader where he had to actually "walk the talk" each day. Today, he consults with organizations to help them transform how they approach talent and leadership development. Since his first management job as a corn detasseling team leader at age 13, Jason has been studying people and why they do what they do.

Classically impatient, curious and well groomed, Jason's early career was a rapid progression of sales and management roles including launching, leading and ultimately selling a small business in his mid-twenties. He's a leader, sales guy, entrepreneur and corporate executive - all rolled up in one.

*This program has been approved for 1.0 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI).*

Sponsored by:



## March Learning Lab

Thursday, March 28 |2:00pm - 4:00pm|  
Location: OSU Tulsa  
Members - \$15, Guests - \$25  
[Register Today!](#)

### 5 Management Derailers: Symptoms and Remedies

*Presented by Jim Robinson  
Workforce Solutions*

Most executives and managers are unaware of the "blind spots" that impact their performance, employee engagement and organizational goals. Effective talent management initiatives are critical to an organization's success. 5 Management Derailers will assist HR professionals in identifying most common management derailers and offer specific steps to address these issues and improve performance.



**Call for Nominations!**  
[Click here](#) to nominate an outstanding HR Professional for the 2013 Oklahoma Excellence in Human Resources Award!  
**Deadline March 29th!**

*Join us on...*



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## TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

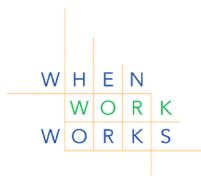
For information on becoming a TAHRA Partner [click here.](#)

*Meet our TAHRA Partners...*

For more three decades **Jim Robinson** has achieved success in a variety of corporate sales and management positions working for several world-class organizations in six industries. As Founder and President of Workforce Solutions since 2004, Jim draws upon his diverse career experiences to provide effective human capital strategies and solutions. Jim's clients utilize his management tools to support many different human resource initiatives including; improving selection/promotion processes, team building, leadership development, improving sales and/or customer service and other performance issues.

## Sloan Award Application Period Open!

The Oklahoma State Council for Human Resource Management and the Potts Family Foundation are proud to serve as Community Partners in the When Work Works program, a national initiative led by the partnership of Families and Work Institute (FWI) and the Society for Human Resource Management (SHRM). When Work Works is one of the foremost providers of resources, research and best practices on workplace effectiveness and flexibility in the nation.



Workplace flexibility is a dynamic relationship defining how, when and where work gets done as well as how careers are organized - that works for both the employer and employee. Workplace flexibility is an important business strategy that helps organizations respond to demographic, economic and technological changes in the workplace and to community needs. It may include Choices in Managing Time, Flex Time and Flex Place, Reduced Time, Time Off, Flex Careers, Dealing with Overwork, Culture of Flexibility, etc.

The Alfred P. Sloan Award for Workplace Effectiveness and Flexibility recognizes businesses who have achieved success in work flex practices as a part of their business strategy. There is no cost to apply for a business and if they pass round one (employer application) by being ranked in the top 20% of employers nationwide, which is adjudicated by the Families and Work Institute based on their National Study of Employers, they move to round two, which is the employee anonymous survey. Each employer receives valuable bench marking data regardless if the employer moves on to become an award recipient. An employer only needs 10 employees to apply and where a company has multiple work sites, each work site can apply.

Please visit [www.whenworkworks.org](http://www.whenworkworks.org) for more information and to apply. The application period ends April 5, 2013.



Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University.

If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email [contactus@rcmaok.com](mailto:contactus@rcmaok.com). You may visit the RCMA website at [www.rcmaok.com](http://www.rcmaok.com).  
*This is a paid advertisement.*

## Student Shadowing 2013

by Vicki Hidde,



**BenEx**  
*Employee Benefit Experts*



choose  
**Tulsa**jobs  
.com  
sponsored by the Tulsa Metro Chamber

## TAHRA 2013 Board & Committee Chairs

**Brandon Brazeel, SPHR**  
President

**Billie Fisher Callahan**  
President Elect

**Chris Wright, Ph.D.**  
Past President

**Michelle Lehman**  
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**Diane Hewitt**  
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**Andrea Everage, PHR,  
MHR**  
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VP Diversity

**Heidi Hartman, SPHR,  
MHR**  
VP Education

**Stanna Brazeel, SPHR**  
Treasurer

**Roger Holder, J.D.**  
Fundraising Chair

### College Relations Chair

Recently, the TAHRA College Relations Committee held the 2013 Student Shadowing program that offers real world exposure to human resources practices and processes to local area students. Talented HR professionals from the community volunteered to share their wisdom with students from four colleges and universities. OSU and TU had three students each participate, while ORU and Devry each had one student shadow a human resource professional.

Volunteers included Carol Whetzel, Jennifer Peterson, Sue Whitener, Cynthia Solomon, Travis Jones, Samantha Rubin, Libby Keys and Dixie Agostino shared their HR knowledge with students, Abigail Armstrong, Priscilla Mejia, Judy Wilson, De Angelo Ealom, Phoung Do, Emily Skalovsky, Marquita Williams, and Lily Leung.

The Shadowing Program is a wonderful opportunity to reach out to the next generation of HR professionals and encourage thought among employers for future succession planning.

The College Relations Committee would like to thank Amanda Espino for her efforts in coordinating this program. We also would like to offer special thanks to the companies who were represented. They are Warehouse Specialists, Video Gaming Technologies, Case & Associates, Union Public Schools, Career Development Partners, Addison Group, CFS II and Switch Gear Recruiting.



Case & Associates HR Team and Student Judy Wilson



### New Form I-9 Available!

The U.S. Citizenship and Immigration Services (USCIS) has published Introduction of the Revised Employment Eligibility Verification Form in the March 8, 2013, Federal Register and the new Form I-9 is now available at [I-9 Central](#). Employers should use the new form as soon as possible but have until May 7, 2013 before they will be penalized for not using it. In



Justice Waidner-Smith  
Community Relations  
Chair

Bryan Wempen  
Website/Technology Chair

Vicki Hidde  
College Relations Chair

Kerry Hope  
Registration Chair

Shane Norrid  
Workforce Readiness  
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Kari Dean, PHR  
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Denise Reid  
Chamber Liaison

Julie Odum  
Chapter Management  
Professional



addition, employers do not need to complete the new Form I-9 (Rev. 03/08/13)N for current employees for whom there is already a properly completed Form I-9 on file unless reverification applies.

## **Tulsa Region Opportunities to Connect & Serve**

*By Denise Reid, Chamber Liaison*

### **ChooseTulsaJobs.com**

Great resource to show off the region to out of area candidates. The site provides a cost of living calculator, community profile information, locally headquartered companies; public and private plus relocation assistance for trailing spouses. There is also a [www.facebook.com/choosetulsajobs](http://www.facebook.com/choosetulsajobs) fan page.



### **Oklahoma Scholars Volunteers Needed**

The chamber is seeking volunteers to present to eighth graders. Oklahoma Scholar students complete more rigorous coursework preparing them for post-secondary enrollment. Volunteers will be presenting to eighth grade students in Tulsa Public Schools or Union Public Schools. The curriculum is a quick exercise on real-world budget scenarios. Training is provided and classroom time is a little less than an hour. This is a great opportunity to influence students.

If you would like more information about training or have questions please contact Kuma Browne at (918) 560-0218 or email [kumabrowne@tulsachamber.com](mailto:kumabrowne@tulsachamber.com).

### **New Voices Board Internship Program**

This program is partnership between Tulsa Area United Way and Leadership Tulsa and is designed to increase the diversity on Tulsa Area United Way agency boards. There is no charge for the program and the number of participants is limited to 15-25 people. Leadership Tulsa is seeking diverse candidates interested in serving in leadership roles in the nonprofit sector but do not have the experience. Participants in this program will receive support and training through a full day educational session and quarterly breakfast with board mentors. Program will begin August 2013 and applications must be postmarked no later than June 3, 2013.

If you have employees you would like to nominate for this program or have questions please call Leadership Tulsa at (918) 477-7079 or send an email to [nancy@leadershiptulsa.org](mailto:nancy@leadershiptulsa.org). You can visit their website: <http://www.leadershiptulsa.org/Programs/NewVoices.aspx>.

If you would like more information about programs and services related to business expansion or workforce services contact Denise Reid at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or call (918) 560-0255.



**Join TAHRA in Welcoming  
our Newest Members!**

Susan Droz	Voice of the Martyrs	Karen Erdman	Family & Children's Services
Lisa Chapman	APAC-Central	Heather Cupp	Sitemaster, Inc
Richard Evans	APAC-Central	Tamara Lebak	Lebak Consulting
Russ Knight	Career Development Partners	Mollie Collins	CareATC, Inc
Michael Arias	OKDHS	Carley Davis	ONEOK
Carolee McClure	Optronics	Brandi Kidwell	Student
Cytina Taylor	Voice of the Martyrs	Jason John	Student
Beth Cline	City of Bartlesville	Audra Vaverka	Laredo Petroleum
Lisa Sigler	United Linen	Lindsay McDowell	Rhodes Hieronymus Jones Tucker
Denelda Richardson Rhodes Hieronymus Jones Tucker			

## Calendar of Events

### March

20 - Program Meeting - [Future of Talent Management](#) presented by Jason Lauritsen  
 28 - Learning Lab - [5 Management Derailers: Symptoms and Remedies](#) presented by Jim Robinson

### April

17 - New Member Orientation  
 17 - Program Meeting  
 26 - Learning Lab

### May

8-10 - [OKHR State Conference and Expo](#). The last early bird registration expires **today** March 12th!  
 15 - Program Meeting  
 23 - Learning Lab

Tulsa Area Human Resources Association  
[admin@tahra.org](mailto:admin@tahra.org)  
 (918) 344-4622

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