

August 2013

Issue 26



Chapter 0175

Letter From the President

by Brandon Brazeel, SPHR



Hello,

I hope everyone has enjoyed their summer. It always seems to go by so quickly, but at least we have had more rain and a little cooler weather than the last couple of years. August signals the ending of summer, and as we move into fall the HR world gets even busier than normal. As you are preparing budgets for 2014, benefit changes, open enrollment, ensuring proper performance management alignment so the organization can finish the year successfully, preparing employee policy revisions for 2014, etc., don't forget that you have a great HR network for tips, templates and resources through www.tahra.org and www.SHRM.org. TAHRA is now on Facebook, LinkedIn and Twitter, follow us and start conversations with TAHRA members on HR topics you would like to discuss. The SHRM site also offers free live chat support for members of SHRM to ask any type of HR question you may have.

Our program meeting in August will be a great way to kick off all of the end of your activities by looking at the four classic HR fundamentals of policy development, compensation, employee relations and talent acquisition.

Teri Aulph will explore the new mission, mandate, skills, capabilities, roles and organizational structures critical for the HR function to flourish in an ever-changing environment. Registration is open now so please RSVP today!

Another year end activity for TAHRA is succession planning and ultimately the voting for next year's TAHRA Board. It is our members who make TAHRA one of the best SHRM chapters in the nation, so we need your continued dedication and support. If you are interested in learning more about how to get actively involved with TAHRA, please feel free to email Sarah Phelps, VP of Leadership Development at sphelps@samson.com.

Lastly, as you prepare your budgets for 2014, be sure to include the 2014 OKHR State Conference which will be held in Tulsa on May 6-9 at the Downtown Tulsa Convention Center. The theme is The Energy of HR and this new venue will allow the conference to be bigger and better than ever with more speakers, sessions, vendors and events. Please visit www.okhrconference.com often to stay updated on exciting event.

I look forward to seeing each of you at the next TAHRA program meeting.

Sincerely,
Brandon

August Program Meeting

Wednesday, August 21 |11:15am - 1:00pm|
Tulsa Country Club

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TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to

Members - \$20, Guests - \$30

[Register now!](#)



A Redesign of the Four Pillars of HR: Not the HR You Know *Presented by Teri Aulph*

Join TAHRA in August as Teri Aulph explores the new mission, mandate, skills, capabilities, roles, and organizational structures critical for the HR function to flourish in an ever- changing environment.

In addition, it will focus on the four classic HR fundamentals of policy development, compensation, employee relations and talent acquisition and how these key business trends are fundamentally reshaping HR. Learn how to navigate the new landscape successfully to help your organizations become more effective.

Teri Aulph entered the corporate world in the middle of her career. Within three years, she rose as an executive in Fortune 500 companies. Results. That is one of many things that set Teri apart.

Now, as an author, speaker, and Business consultant for Fortune 500 companies around the globe, Teri's unparalleled eye for strategy helps companies capitalize on their biggest asset: their people. That is her passion - finding those individual talents, restructuring their use, and taking a company from plateau to phenomenon.

No matter the industry or the company's status in the business world, Teri has a reputation in Talent Management and Business Solutions for removing barriers and breaking down borders. All accomplished with complete transparency throughout the entire process, from development to implementation to increased profitability.

August Learning Lab

Location: University of Phoenix
Thursday, August 29 |2:00pm - 4:00pm|
Members - \$15, Guests - \$25



[Register Today!](#)

Learning Lab HR Foundations Sessions

In order to address the HR needs of our non profit community, small business and persons with limited HR experience, our learning labs for August and September will be HR Foundation Sessions. We will be extending invitations to organizations and small businesses with little or no HR support to attend these labs.

After surveying a select cross section of TAHRA members and our non-profit community, two topics have emerged: Staff Development and Recognition and How to Have Difficult Conversations.

Our first session in August will be **Key Ways to Develop & Recognize Your Staff**. We will have a panel discussion with employers who will offer solutions on development and recognition

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...

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

on a shoestring budget, going through a merger, working within your culture, start-up and laying the foundation. Please join us for this interactive session packed with great ideas that you can implement at your office immediately!

ROADMAP TO A
SUCCESSFUL HIRE
ROADTRIP SEMINAR - 2013

**EEOC COMPLIANCE • DRUG-FREE WORKPLACE SKILLS BUILDER
FORM 19 - GOING DIGITAL • HR DEVELOPMENT STRATEGIES
HR DEVELOPMENT STRATEGIES • CRISIS PLANNING MANAGEMENT**

RECERTIFICATION CREDIT HOURS AWARDED: 4.00

COMING TO TULSA! • SEPT. 11

8:30 AM - 1:30 PM COST: \$150
Registration starts at 8:20am.
Limited seating available! • Lunch provided.
CLICK THIS AD to purchase your ticket.

NATSB
NATIONAL SCREENING BUREAU

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.

This is a paid advertisement.

Bartlesville Events



Registration ends tomorrow!
[Click here to register now!](#)

The Tulsa Area Human Resources Association is proud to welcome members from the former Bartlesville Area Human Resources Association (BAHRA).

The first meeting of the combined Chapters will be this Wednesday, August 7 from 11:15 a.m. - 1:00 p.m. at the Tri County Technology Center at 6101 Southeast Nowata Rd in Bartlesville, where Kirk Turner, a Tulsa area employment lawyer and sought after speaker, will give a presentation on **"Harassment and Discrimination: The Ever-Expanding Universe"**.

Immediately following the program meeting, Kirk will conduct a two-hour training session for your managers and supervisors. He will provide education and training in the critical areas of harassment and discrimination prevention, wage and hour compliance, how to properly communicate expectations and document performance in the workplace and the importance of conducting clear and accurate performance evaluations.

This training will not only better educate your supervisors on the inherent risks and traps of managing employees, but also provide important

VP Programs

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W. Kirk Turner, J.D.
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Kari Dean, PHR
Sponsorship Chair

Denise Reid
Chamber Liaison

Julie Odom
Chapter Management
Professional

evidence of your employer's commitment to a workplace free from discrimination, harassment and other unlawful conduct.

- This event is scheduled for Tulsa in October!



The program has been approved for 1 recertification credit hour and training workshop has been approved for 2 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at www.hrci.org.

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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.

You may visit the RCMA website at www.rcmaok.com.

This is a paid advertisement.



Coming Spring 2014!

The TAHRA Golf Committee has been busy planning for our golf tournament and the date has been moved to the Spring of 2014. More details will be available soon. Please contact Roger Holder at rholder@samson.com for sponsorship or player information.

**PHR/SPHR Review Course
Begins August 15th
Tulsa Tech**



The Fall 2013 PHR/SPHR Exam Review Course will begin August 15, 2013 at Tulsa Tech - Lemley Campus. This 14 week course is instructed by Bill Webb, SPHR and utilizes the SHRM Learning System. The SHRM Learning System uses printed workbooks and web-based study tools to teach you everything you need to know to prepare for your certification exam.

Why Should You Earn Your PHR/SPHR?

In order to remain competitive in the HR field, it's imperative to be certified. Earning a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification will highlight your commitment to the profession, ensure you remain current with industry standards, and establish you as a leader both within your field and organization.

[Click here for enrollment brochure.](#)

For more information on fees and enrollment please contact Teri Ruggiero at 918-828-5453.



Employer & HR Professional Resources

By Denise Reid, Chamber Liaison

TAHRA's Directory of Services has undergone a major overhaul in 2013. We have added several new categories, companies/organizations can select up to three for their listing and there is no cost associated with listings. Our goal in restructuring the former vendor directory was to create a one-stop shop for HR professionals seeking tools or resources related to request that come across their desk. We currently have 84 businesses &/or organizations listed and we continue to promote and share the link with vendors, service providers, community organizations, consultants and programs that may be helpful to the human resources community.

[TAHRA Directory of Services](#)

Don't forget to list your company or organization! If you have any suggestions or recommendations for additions or updates to the directory please contact Denise Reid at denisereid@tulsachamber.com or call (918) 560-0255.

Workforce Tulsa has launched a new website -

www.WorkforceTulsa.com

The new website provides wide range information for companies and job seekers.

- Job seeker resources
 - College completion, internships, career guidance, veterans resources and youth programs
- Employer resources
 - Job posting information, training & incentives, recruiting & retaining talent, layoffs & reduction in force, diversity & inclusion and assessments
- Events
 - Job seekers, employers and board
- In demand jobs - great resource for companies experiencing layoffs or downsizing
 - Listing of companies with immediate openings in high demand areas

To learn more about Workforce Tulsa and the support they can offer your company or organization, please contact Shelley Cadamy Munoz at scadamymunoz@workforcetulsa.com

Tulsa Area Employer Council

Violence in the Workplace: Prevention & Survival
 Presented by Josh Turley and Kathy Neal
 August 13, 2013
 8:30a.m. to 10:00a.m.
 Tulsa Country Club
 No cost to attend
 Email RSVP to Kenneth.ray@oesc.state.ok.us or
debbie.harrell@oesc.state.ok.us

Mosaic - Chamber's diversity business council/program

August 20, 2013
 8:00a.m to 9:00a.m.
 OkEq
 621 East 4th Street
 Tulsa, OK 74101


For more information about this program contact Denise Reid via email
denisereid@tulsachamber.com or call (918) 560-0255.

**Congratulations to Vicki Hidde -
 Tulsa Regional Chamber
 Women in Business Champion 2013!**


Vicki Hidde is a long time TAHRA member, TAHRA College Relations Chair, registration volunteer and owner of ResumeSource in Tulsa. She received the award at The Tulsa Regional Chamber Small Business Awards dinner on May 7th.



Vicki Hidde with Wade Edmundson, Mike Neal and Barrett Waller (L to R) of Tulsa Metro Chamber



The SHRM **MEMBER-GET-A-MEMBER** Campaign
 Rewards YOU for Encouraging Other
 HR professionals to Join SHRM
 August 1 - August 31, 2013



Refer a New SHRM Member in August and Receive a \$20 Amazon.com gift card for each of the first five new members recruited. (\$100 maximum reward per referrer.) Even if you bring in just one new member, you get a \$20 Amazon.com gift card.

[Click here for details.](#)

Welcome New Members!

Nicole McDaniel	Bailey Medical Center	Dwain Boren	Boren Group
Tracey Smith	Precision Fitting & Gauge Co	Durdana Rafiq	GCC MidContinent Concrete
Sarah Guardiola	MIRATECH Holdings LLC	Kathryn Packell	Reliant
Sarah Garrison	Learning Unlimited	Cynthia Ulmer	Franklin Electric
Jesse Hopkins	Radiator Depot	Tamara Johnston	City of Broken Arrow
John Holst	Lockton	JaCoby Salisbury	Wagner Plate Works
Libby Adjei		Michelle Cox	Airgas
Amber Gay	GDH Consulting	Theron Tacker	Alorica
Liz Brolick	Primary Services	Kim Kaser	Robert Half International
Ryan Neels	Xposure	Kristen Craine	Horizon Well Logging, LLC
Robert Babcock	ONEOK	Melanie Ciupak	University Village Retirement
Leilani Harpole	Oklahoma Central Credit Union	Eneida Cano	Carpentree, Inc
Lillian Sutton	Wright Career College	Jon Laning	
Valorie Ridenour		Deborah Westin	Hertz-Dollar Thrifty Automotive
Holly Engel	DynaFlo, LLC	Lucia Howard	SPX Heat Transfer
Jan Bailey	US Beef Corp dba Arbys	Jack Hatzenbuehler	Exopak, LLC



Calendar of Events

August

- 07 - Bartlesville Program Meeting and Manager Training - [Harassment and Discrimination: The Ever Expanding Universe](#) presented by Kirk Turner
- 21 - Program Meeting - [A Redesign of the Four Pillars of HR: Not the HR You Know](#) presented by Teri Aulph
- 29 - Learning Lab - [Key Ways to Develop & Recognize Employees](#)

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

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