

September 2013

Issue 27



Chapter 0175

Letter From the President

by Brandon Brazeel, SPHR



Hello,

With only three program meetings left for 2013, TAHRA has its sights set on preparing our members with the tools to prepare for an outstanding 2014.

On September 18, TAHRA will be hosting the Diversity Expo followed by our program meeting focusing on Diversity and Inclusion presented by Camilla Collins, Enterprise Diversity & Inclusion Consulting and Strategy Client Leader from the Bank of America. This is an excellent opportunity to meet with local agencies for ideas on how to start, maintain or enhance your organization's diversity and inclusion efforts.

On October 16, Kirk Turner, who leads the Labor and Employment Law Group at Newton, O'Connor, Turner & Ketchum and has been honored as one of the Best Lawyers in America and Oklahoma, in Labor and Employment Law, will present on Harassment and Discrimination: The Ever Expanding Universe. Immediately following the program in October, Kirk will conduct a two-hour training session for your managers and supervisors. This training will not only better educate your supervisors on the inherent risks and traps of managing employees, but also will provide important evidence of your employer's commitment to a workplace free from discrimination, harassment and other unlawful conduct.

For our final program of 2013 on November 20 we are pleased to bring the Talent Anarchy team of Jason Lauritsen and Joe Gerstandt to present Social Gravity: Harnessing the Natural Laws of Relationships. You will not want to miss this dynamic duo's presentation!

Lastly, don't forget about the Annual Employment Law and Practices seminar on November 6th. More information about this event will be forthcoming. Watch the website!

I look forward to seeing everyone at the upcoming meetings where we can make a better tomorrow, today.

Sincerely,
Brandon

September Diversity Expo and Program Meeting

Wednesday, September 18

Expo | 10:30am - 11:30am and 1:00pm - 1:30pm |

Program | 11:15am - 1:00pm

Marriott Tulsa Southern Hills

Members - \$20, Guests - \$30

IN THIS ISSUE:

[Diversity Expo & Program Meeting](#)

[Learning Lab](#)

[Upcoming Diversity Events](#)

[Golf Tournament](#)

[Sponsorship Op](#)

[Metro TAHRA](#)

[Why TAHRA & SHRM](#)

[TAHRA Partners](#)

[TAHRA Board & Chairs](#)



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Bank of America's Diversity and Inclusion Journey

*Presented by Camilla Collins
Bank of America*

This important and HR relevant presentation will include Diversity & Inclusion (D&I) best practices, metrics and measures, emerging trends and key components of Bank of America's D&I journey. D&I is part of every element associated with human capital and it helps to move the inclusion needle, ultimately impacting overall employee satisfaction.

Key components of this presentation that you will leave with are a greater understanding of a large corporation's (Bank of America) D&I journey, new D&I concepts and initiatives that will have immediate organizational impact and how to generate dialogue on the topic of leading practices.

Prior to and immediately following the keynote presentation, information from local resources will be available for individuals seeking ideas on how to start, maintain or enhance their organization's diversity and inclusion efforts.

Camilla Collins is the Enterprise Diversity & Inclusion Consulting and Strategy Client Leader. In her current role, she is responsible for partnering with six Diversity & Inclusion Client Executives, supporting over 280,000 employees. Collins provides consulting, intervention strategies and guidance on global diversity & inclusion initiatives for implementation within the bank, while ensuring alignment with the Global D&I strategy.

Previously, Collins was the Diversity & Inclusion Leader supporting over 160k employees in the Consumer Bank and approximately 32k employees in Global Wealth and Investment Management. She was the Learning and Leadership Development Executive for Risk, Lending, Business Support and Customer Experience prior to transitioning into diversity & inclusion. Collins supported Consumer Bank as a Learning Executive and was responsible for building the Associate Development Center which houses on boarding, learning, performance support, learning maps and other vital resources enabling associate readiness.

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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.](#)

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TAHRA 2013
Board & Committee Chairs

September Learning Lab

Location: OSU Tulsa

Thursday, September 26 |2:00pm - 4:00pm|

Members - \$15, Guests - \$25



Register Today!

Learning Lab HR Foundations Sessions



"Oh No You Didn't" 5 Keys to Hold Difficult Conversations

*Presented by Heidi Hartman, MHR, SPHR
Luna Sol Consulting*

*This Learning Lab is the second in our HR Foundations series
and in partnership with our local non profit community.*

If you manage people, work in Human Resources, or care about your friends at work, chances are, one day you will need to hold a difficult conversation. This lab will be an interactive session facilitated by Heidi Hartman, MHR, SPHR and will teach you how to become effective at holding difficult conversations.

Heidi will share steps to practice to build your comfort level when approaching these conversations. After all, a difficult conversation can make the difference between success and failure for a valued employee. Participants will engage in the preparation and right frame of mind, appropriate dialogue, dealing with barriers, feedback (giving and getting) and how to properly document these difficult conversations. Make plans to attend today!

After 20 years in corporate HR, Heidi Hartman ventured out to pursue her greater purpose-something she now guides individuals, teams and organizations to do. As the principal of Luna Sol Consulting, Heidi puts her experience in the trenches and extensive training to work for clients to understand the unique HR opportunities they face, and offer tangible solutions that lead to wild success! Heidi's expertise covers everything from coaching CEOs and customized team development to leadership development and how to hire...and fire.

Heidi's clients range from Fortune 500 energy companies to local non-profits. Her passion for people translated in her interactive style helps clients of all shapes and sizes reach a myriad of goals.

Hello Tulsa HR!

I would like to personally invite you to attend TAHRA's 2nd Diversity Expo and Program meeting on Wednesday, September 18, 2013. The Diversity EXPO was created as an opportunity to bring in Diversity & Inclusion speakers as well as local resources to our membership. Whether your organization has a current D&I initiative or you are looking for somewhere to start - the Diversity EXPO is perfect for wherever you are on your D&I journey! TAHRA's inaugural Diversity Expo took place in November 2011 and included Dr.



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Sponsorship Chair

Denise Reid
Chamber Liaison

Steve Robbins as the speaker along with well known local organizations such as OCCJ, OKEq and Mosaic.

This year we have partnered with all of our previous resource providers and added several additional local organizations, including TYPROS Diversity Crew, Diversity Connex/Xposure, Inc., Veterans Resource Center, Hispanic & American Indian Chamber of Commerce's, Tulsa Urban League, National Center for Inclusion, and more!

I am extremely excited about our guest speaker from Bank of America, Camilla Collins. Collins is Bank of America's Global Enterprise D&I Consulting and Strategy Client Leader. Collins provides consulting, intervention strategies and guidance on global diversity & inclusion initiatives for implementation within the bank, while ensuring alignment with the Global D&I strategy.

Julie Odom
Chapter Management
Professional

The Expo itself will begin at 10:30am immediately followed by the program meeting. The cost to attend the program meeting (\$20 members, \$30 guest) includes lunch and access to the Expo. There will be opportunity to gain valuable resources and information from community organizations, other local expertise as well as an opportunity to get involved. I hope to see you there!

[Click here to register for Diversity Expo and Program Meeting](#)

Lastly, here are a few more things for your radar in the world of Diversity & Inclusion. TCC is hosting a series of six upcoming diversity events designed to increase awareness and stimulate conversations about the Value of Diversity in America, which I believe you will find valuable. The first event takes place at TCC metro campus, 7:00pm, September 12 and will feature speaker Jan Figart on the topic: Our Diverse Population: How Are We Changing? What Does It Mean? TCC will provide a Certificate of Diversity Awareness to those who attend five of the Celebrating Diversity events.

For additional information, contact Audrey Alcorn (595-7423; audrey.alcorn@tulsacc.edu) or Lu Ann Thompson (595-7458; luann.thompson@tulsacc.edu)

Warm Regards,
Barbara Ware
TAHRA VP Diversity

Expo Exhibitors:





TAHRA

Annual Golf Tournament

Save the Date!

Monday, April 7, 2014

The TAHRA Golf Committee has secured a date for our 2014 Golf Tournament, mark your calendars! The tournament will be held at the beautiful and prestigious MeadowBrook Country Club. More details will be available soon. Please contact Roger Holder at rholder@samson.com for sponsorship or player information.

Are you interested in sponsoring a TAHRA Program Meeting?

TAHRA is searching for sponsors for our program meetings. Typical attendance for a program meeting is between 100 - 150 HR professionals.



The program sponsorship includes:

- Display table in the registration area before, during and after the meeting. Banner, brochures and giveaways are acceptable.
- Three (3) minute organizational presentation.
- Company name and logo included in the e-newsletter the month announcing the program.
- Written company informational packets at each place setting.
- Door prizes are acceptable, but will be presented after collection of business cards, when the educational session is completed (at the end of the meeting).
- Food and beverage for two (2).
- The cost for the program sponsor is \$400.

For more information please contact Kari Dean at 918-401-6156 or kari.d.dean@ehi.com or you can visit our website at www.tahra.org.



Be In the Know...

by Denise Reid, Chamber Liaison



There are tons of opportunities to engage, learn and connect around best practices, networking, diversity and inclusion and more. Below you will find a listing of meetings or events that may be of interest to you or your staff. If you have an event that you would like to promote through a broader network you may consider posting it through the chamber's community calendar or other online outlets like TAHRA's LinkedIn Group, Facebook or Twitter.

Tulsa Area Employer Council

September 10th

8:30a.m. to 10:00a.m.

Tulsa Country Club

Oklahoma Employment Security Commission informational workshop to address new legislation that goes into effect in November and some "easy" fixes to some of the employer issues related to unemployment insurance.

RSVP required - email Kennetha.ray@oesc.state.ok.us or

debbie.harrell@oesc.state.ok.us or call (918) 796-12200.

No cost to attend

TYPros Connect: YP networking event

Tuesday, Sept 10 | 5:30 p.m.

Infuzion | 9999 S. Mingo Rd.

Join the Business Development Crew for the second YP networking event of the year. This is an opportunity to make business contacts, meet your newest brain-trust and find inter-industry connections to help you grow professionally.

No cost to attend - light appetizers

Oklahoma Quality Foundation Best Practice Conference

September 19, 2013

8:00a.m. to 1:00p.m.

Gilcrease Museum

For more information go to

<http://www.oklahomaquality.com/event/tulsaconference/>

Save the Date - Mosaic's inaugural Economic Inclusion Forum

October 21 | 8:30a.m. to 10:00a.m. |

The Campbell Hotel

- Overview of program and accomplishments

- Top Inclusive Cultures awards

If you would like more information about Mosaic, chamber programs or anything related to workforce please let me know. I can be reached via email at denisereid@tulsachamber.com or by phone at (918) 560-0255.



**Why TAHRA
AND
SHRM?**



We often get asked "Why should I be a member of both TAHRA and SHRM?". We posed this question to our board members and would like to share how both SHRM and TAHRA has helped grow their HR experience. Nancy Gunter, Hospitality Chair, has shared the following response:

When I started in my current position with the YMCA I had a tremendous amount of knowledge about the YMCA and about the jobs that the staff were performing, but I had limited knowledge about the job I was supposed to perform. My first few weeks were filled

with questions, very few answers, and then more questions. I asked questions of many of my YMCA HR colleagues, who were extremely helpful, and then someone pointed me toward SHRM. I immediately joined and found several things about SHRM helpful. The first was the weekly e-newsletter, then I signed up for many webinars and read every article I could digest. Another very helpful area is the Express Requests. The SHRM website was, and still is, one of my go-to places for answers.

Shortly after joining SHRM, my CEO requested that I start an advisory council, of sorts. Not having any idea how to start I first looked to my YMCA colleagues again. One of them suggested that I join our local SHRM chapter and find some people who could help me start this group. This led to me join our TAHRA Chapter which has been a blessing in many ways. I not only have a very beneficial advisory council, but I also have friends and knowledge experts with experience that is vast. Also, through TAHRA I have had the opportunity to listen to some amazing speakers about topics of relevance and importance in today's world and have had the opportunity to join the TAHRA Board. With so many changes, it is nice to know people who are not only dealing with the same thing, but who also have questions, answers, and experience. My involvement with SHRM and TAHRA has allowed me to take and pass my SPHR certification and has prepared me to help others as they struggle through our everyday world.

Each of our stories for joining both TAHRA and SHRM are unique. We hope to share more testimonials from our board as the year continues. If you have any questions about TAHRA or SHRM, please send them to admin@tahra.org. Thank you!

Welcome New Members!

| | | |
|----------|----------|----------------------|
| Victoria | Fradette | SGS North America |
| Heather | Trice | Williams |
| Cynthia | Scott | EM Resource Group |
| Pamela | Hogrefe | Access Optics, LLC |
| Elana | Burns | Stand By Personnel |
| Diane | Garrett | Dynamic Independence |
| Natalie | Dalton | Stand By Personnel |
| Kristi | Spaethe | SBS Industries |
| Randy | Bailey | ITT Tech Institute |



Calendar of Events

September

18 - Diversity Expo and Program Meeting - [Bank of America's Diversity & Inclusion Journey](#) presented by Camilla Collins

26 - Learning Lab - ["Oh No You Didn't" - 5 Keys to Hold Difficult Conversations](#) presented by Heidi Hartman

October

- 16 - Program Meeting
- 16 - Manager and Supervisor Training
- 24 - Learning Lab

Save the DATE!

November 6, 2013 - TAHRA Employment Law and Practices Seminar

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

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