

October 2013

Issue 28



Chapter 0175

Letter From the President

by Brandon Brazeel, SPHR

Hello,

We have officially reached the fourth quarter of 2013, and TAHRA is focused on finishing the year strong while working to continue the momentum into 2014.



October's program meeting is the all-important **Harassment and Discrimination Program** presented by W. Kirk Turner of Newton, O'Connor, Turner & Ketchum. This presentation will focus on what Human Resources professionals and managers should be doing to effectively manage workplace issues and prevent complaints, agency charges and costly lawsuits. Immediately following the program meeting TAHRA will host its annual **Manager and Supervisor Workshop** also presented by Kirk Turner. These are relevant and important topics as we enter the holiday season, end of year wrap ups and 2014 planning. This event is approaching quickly, sign up to attend today!

In November, TAHRA will be hosting our **Annual Employment Law and Practices Seminar**. This is an all day event and features employment attorneys speaking on important and timely HR topics and legal updates. You will not want to miss this seminar!

Also, November 20 will be our last program meeting for the year, and it will be about **Six Strategies for Building Effective Relationships that Drive Influence and Change**. In this high impact keynote, Talent Anarchy's Jason Lauritsen and Joe Gerstandt reveal the awesome power of Social Gravity. We will explore the science behind how and why relationships form between people and gain an understanding of the value that exists within these relationships called social capital. Make plans to come out and learn from these nationally renowned speakers!

Are you ready to become a leader in TAHRA?

My motto is *"I want to make the world a better place for tomorrow, today."*

I know that I cannot change the world myself, but if I can have a positive impact on even just one person every day, then changing the world is possible. The field of Human Resources allows us opportunities every day to help coach and grow the employees of our organizations. By being a part of the TAHRA Board, you can help other HR professionals coach and grow their organizations which impacts not only their employees, but also the community as a whole. See, together we can change the world.

If you are interested in helping to make a difference to over 500 HR professionals and the Tulsa community at large, then TAHRA could be the perfect opportunity for you. We are looking for volunteers to serve on the 2014 TAHRA Board and in other various leadership roles next year. If you are interested in volunteer opportunities with the 2014 Board, please contact someone from the Nominating Committee below by Wednesday, October 16th. Help us make a positive impact to our members and our community.

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Media Sites!

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 Sarah Phelps - sphelps@samson.com

Sincerely,
 Brandon

October Program Meeting and Manager and Supervisor Training

Wednesday, October 16

Program | 11:15am - 1:00pm|

Training | 1:30pm - 3:30pm|

Tulsa Country Club

The fee for the workshop is \$60 per person, in addition to the Program fee (\$20 members, \$30 guests). Register 6 or more individuals from one entity and receive the discounted rate of \$50 per person for workshop.

Registration for each event (program and training) is separate.



Harassment and Discrimination: The Ever Expanding Universe

*Presented by Kirk Turner
 Newton, O'Connor, Turner & Ketchum*

Join TAHRA in October as Kirk Turner presents on Harassment and Discrimination. This presentation will focus on recent developments in court cases alleging workplace harassment or discrimination, important changes in the regulatory environment at the EEOC and other agencies, and what Human Resources professionals and managers should be doing to effectively manage workplace issues and prevent complaints, agency charges and costly lawsuits.

Kirk Turner is a highly sought after speaker and trainer on a myriad of labor and employment law issues. He provides supervisory and employee training to thousands of people each year. You will not want to miss this entertaining, fast-paced and interactive presentation.

Register for Program

Manager and Supervisor Training

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 not only will 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.

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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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Register for Training

The program has been approved for 1 credit hour and workshop 2 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.



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.

Sponsored by:

The University of Oklahoma-Tulsa



October Learning Lab

Location: University of Phoenix

Thursday, October 24 | 2:00pm - 4:00pm |

Members - \$15, Guests - \$25



Register Today!

Roadblocks and Roadmaps: Moving Diversity and Inclusion from Conversation to Action

Presented by Bob Hulse, Justice Waidner Smith and Mana Tahaie

At this month's learning lab, we will explore some of the complex questions often faced by those passionate about being change agents in the development and execution of diversity and inclusion initiatives, including:

1. What does a truly inclusive organization look like?
2. What are the organizational barriers to creating a diverse and inclusive workplace?
3. How can individuals developing a diversity initiative align the inclusion strategy to the organization's mission, core values, and overall strategic goals and objectives?
4. What are concrete strategies and actions that individuals can take to further diversity and inclusion within their workplaces?

Bob Hulse, Managing Consultant in Diversity, Justice Waidner Smith and Mana Tahaie, both of YWCA Tulsa, will offer insight and perspective into these challenging questions. The presenters will share strategies to ensure that your approach to diversity and inclusion is well planned and designed to enhance your organization's culture. This lab will offer clarity to, sometimes blurry, diversity and inclusion initiatives and practices.



Employment Law and Practices Seminar

TAHRA 2013

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Dixie Agostino, SPHR
HRCI Chair

Donna Fletcher, PHR, CCP
SHRM Foundation Chair

Kari Dean, PHR
Sponsorship Chair



Wednesday, November 6, 2013
Tulsa Renaissance Hotel &
Convention Center

Denise Reid
Chamber Liaison

Julie Odom
Chapter Management
Professional

Registration now open!

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:

- The Bermuda Triangle of FMLA, ADA and Workers' Compensation
- Changes to Oklahoma's Workers' Compensation Laws
- Affordable Health Care Act
- Defense of Marriage Act
- Hiring-Best Practices
- Wage and Hour Update
- Avoiding Claims of Retaliation
- Alternative Dispute Resolution (ADR) and Mediation Strategies
- Social Media and the National Labor Relations Act and other important and timely topics that every HR practitioner or attorney should know and understand.

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

Cost at the door is \$200. If paid by October 22, 2013, you will enjoy an early-bird discounted price of \$180.

For entities registering three (3) or more persons by October 22, 2013, the cost is \$140 per person.

Full agenda available soon!!

If you have any questions or need additional information, please contact W. Kirk Turner, Vice President of Legislative and Legal Affairs, at (918) 587-0101 or ktturner@newtonoconnor.com.



Registration now Open! **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. Registration for sponsors and players has now opened on our website, www.tahra.org. Make the most of your sponsorship and get registered today!

Please contact Roger Holder at rholder@samson.com for sponsorship or player information.



Nominations for
Richard J. Messer Excellence in HR
Management and
New Professional Award Sought

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. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated.

NEW PROFESSIONAL AWARD

This special award is designed to recognize an outstanding new professional in our organization. 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.

Criteria for the awards includes categories of Self Development, Chapter Contributions, community and civic involvement and leadership.

Nominate someone excellent today!

Nominations for annual TAHRA awards are due to TAHRA VP-Leadership Development, Sarah Phelps, by October 23rd at sphelps@samson.com.

Learning Lab Corner

by Heidi Hartman, VP of Education



TAHRA has enhanced our relationship in collaborating with our community non-profits. We sent a survey out to all our Tulsa area non-profits, asking what key HR type of issues they would be most interested in learning more about. They told us retention and recognition of staff, and how to have difficult conversations. No surprise, these are the same issues those of us that work in for profits face as well!

This past August and September, we had Learning Labs geared towards those specific issues and invited all our local non-profits Executive Directors and or designees to attend at our member rate. We also had a drawing to give away 5 TAHRA memberships for 2014. Our winners are: Life Senior Services, Parent Child Center of Tulsa, Community Food Bank of Eastern Oklahoma, Youth Services of Tulsa, and Clarehouse.

This is just the beginning of great collaboration between TAHRA and our non-profit community. Soon you will be finding out more ways we will continue to develop these connections and provide resources and opportunities for each of us to grow.

Now Accepting TAHRA Scholarship Applications



TAHRA is excited about offering scholarships to students pursuing a career in human resources. Information and the application form are available [here](#).

The College Relations Committee has reached out to area College and Universities to recruit student applications.

The **deadline is October 28**.

Academics and student SHRM leadership are two important criteria. However, heavy emphasis is also placed on writing and critical thinking skills.

Send applications to:

Vicki Hidde

Resume Source, Inc.

vickihidde@resume-source.com



Diversity & Inclusion (D&I) is Key to Business Success

by Denise Reid, Chamber Liaison

The shifting demographics in our community makes creating an inclusive workplace culture all the more important for companies. Workforce attraction and retention are key drivers for success for any business. There is a lot of activity around D&I in our region. Below you will find a quick listing of three events scheduled in the next 30 days.

Mosaic Inaugural Economic Inclusion Forum

Top 20 Inclusive Workplace Culture Awards

October 21, 2013

8:30 to 10:00

The Campbell Hotel

No cost to attend

RSVP required - <http://mosaicforum.eventbrite.com/>

TYPros D2 - Diversity & Dialogue

Event will focus on the 1921 Tulsa Race Riots, the impact on our community, and where we go from here.

Keynote speaker is Hannibal Johnson

October 29, 2013

5:30 to 8:30

Greenwood Cultural Center

No cost to attend

RSVP required - www.2013d2.eventbrite.com

TCC's Celebrating Diversity

The Keeping It Real Diversity and Inclusion CONNECTION Workshop

November 7, 2013

7:00p.m.

Metro Campus Center for Creativity

TCC's Celebrating Diversity series has events scheduled through April 2014. For additional information, contact Audrey Alcorn at 918.595.7423 or audrey.alcorn@tulsacc.edu or Lu Ann Thompson 918.595.7458 or

luann.thompson@tulsacc.edu.

If you would more information about programs and services related to these events or anything workforce related, feel free to contact me at denisereid@tulsachamber.com or 918.560.0255.

We also have additional resources listed on [TAHRA's Directory of Services](#). If you have worked with consultants, service providers or anything related to your job that may be beneficial to other HR professionals, please consider asking your contacts to list their business on www.TAHRA.org. There is no cost add a business to the directory of service and you don't have to be a TAHRA member to list your information.

Welcome New Members!

Alisha	Fuller	Redbox Automated Retailer
Jaime	Brame	CAP Tulsa
Sherri	Hurst	Legacy Measurement Solutions
Amber	Vanderburg	St. Francis Health Care
Sue	Humbolt	Rivercross Hospice
Kimberly	Chatman	Dollar Thrifity Automotive
Lauren	Rose	University of Tulsa



Calendar of Events

October

16 - Program Meeting and Manager and Supervisor Training - **Harassment and Discrimination: The Ever Expanding Universe** presented by Kirk Turner.

24 - Learning Lab - **Roadblocks and Roadmaps: Moving Diversity and Inclusion from Conversation to Action** presented by Bob Hulsey, Justice Waidner Smith and Mana Tahaie

November

6 - **TAHRA Employment Law and Practices Seminar**

20 - Program Meeting - **Six Strategies for Building Effective Relationships that Drive Influence and Change** presented by Talent Anarchy.

Tulsa Area Human Resources Association
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 (918) 344-4622

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