

November 2013

Issue 29



Chapter 0175

## Letter From the President

by Brandon Brazeel, SPHR

As the holiday season approaches and my term as TAHRA president comes to an end, I want to take a moment and reflect on what we as an organization have accomplished this year. Before I hit the highlights, I want to thank the current TAHRA board members for all of their hard work and commitment in our continuous journey of improving our communities, our profession and our companies. I also want to thank each and every one of our members for everything you do to help support TAHRA and the positive impact you make every day in your organizations. It has been an honor and a privilege to serve the best members in the world.



### TAHRA Accomplishments - 2013:

- HRCI credits possible for the year (program meetings, learning labs, seminars) - 37.5 hours total with 34.5 as general credits and 5 as strategic credits
- Board strategic planning and 2013 objectives creation in January
- 2013 OKHR Leadership Conference - Board members
- Volunteer Recognition Ceremony - January
- New Member Orientation in April and Networking in November
- Not-for-profit and small business round table and HR training in August and September
- Bartlesville Program and Supervisor Training in August
- Diversity Training and Expo in September
- Tulsa's Supervisor Training in October
- Employment Law and Practices Seminar in November
- Refreshed our Facebook page (our page likes have increased by 358% from January to now) and joined Twitter to better connect with our members and potential members.
- Ten program meetings and eleven learning labs

### Preview to 2014:

- TAHRA Golf Tournament returns on April 7 - Registration and Sponsorship opportunities are open.
- Return on Inclusion (ROI) Summit - Fall 2014.
- OKHR State Conference in **Tulsa** for 2014.

### IN THIS ISSUE:

[Employment Law and Practices Seminar](#)

[Program Meeting](#)

[Learning Lab](#)

[Networking Event](#)

[Golf Tournament](#)

[Metro TAHRA](#)

[TAHRA Partners](#)

[TAHRA Board & Chairs](#)



Join in on the conversation - Visit our Social Media Sites!

View our profile on [Linked in](#)

Like us on [Facebook](#)

Follow us on [twitter](#)

[www.okhrconference.com](http://www.okhrconference.com)

- Phase II of HR Training for not-for-profits and small businesses.

What a great year our organization has had thanks to everyone's support and help. We are well on our way of surpassing our chapter Silver Excel Award and reaching the Gold Excel Award.

The last hurdle we need to pass this year to reach "Gold" is to increase the number of TAHRA members who are also SHRM members. We are really close to our end goal, but I would like to encourage those of who are not SHRM members to go ahead and join now. SHRM is the world's largest association devoted to Human Resource Management and it represents more than 250,000 individual members (that is a great network to be a part of) in more than 140 countries. The Society serves the needs of HR professionals and advances the interests of the HR profession.

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 valuable 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.

Lastly, make the most of your membership by attending all of our final events for 2013. And thanks again for allowing me to serve you as president for 2013.

Thanks,  
Brandon



### Employment Law and Practices Seminar

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

**Today, Monday, November 4th is the last day to register!**

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

## 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...

**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

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.



This program has been approved for 7.5 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI).

*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.*

**Registration fee - \$200.**

**[Click here to view agenda and to register.](#)**

## November Program Meeting

### Strategic HRCI Credits!

Wednesday, November 20

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

Crowne Plaza Tulsa Southern Hills



## Six Strategies for Building Effective Relationships that Drive Influence and Change

*Presented by Jason Lauritsen and Joe Gerstandt*  
*Talent Anarchy*

The most effective HR leaders understand the importance of alliances in influencing behavior and overcoming resistance. Learn about social capital -- the value that exists or can be created through a relationship between two people - and the impact it has on the execution of great and impactful HR.

Learning objectives:

- Participants will gain an understanding of the science behind how and why relationships form and develop which will help you recognize how to position yourself more effectively and strategically within your organization and community to help you build powerful influence and drive results.
- Participants will have a frame-work to share with their team to both discover and enhance clarity around social equity for moving HR initiatives and strategies forward.
- Participants will also get a list of powerful approaches to developing social capital called the "Six Laws of Social Gravity," which are simple and can be applied immediately for professional and personal success.

President Elect

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

**Michelle Lehman**  
VP Programs

**Diane Hewitt**  
VP Membership

**Sarah Phelps, PHR, J.D.**  
VP Leadership Development

**W. Kirk Turner, J.D.**  
VP Legislative Affairs

**Andrea Everage, MHR, PHR**  
VP Public Relations

**Barbara Ware, CRP**  
VP Diversity

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

**Stanna Brazeel, SPHR**  
Treasurer

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

**Justice Waidner-Smith**  
Community Relations Chair

**Bryan Wempen**  
Website/Technology Chair

**Vicki Hidde**  
College Relations Chair

**Kerry Hope**  
Registration Chair

**Shane Norrid**  
Workforce Readiness Chair

**Nancy Gunter**  
Hospitality Chair

**Dixie Agostino, SPHR**  
HRCI Chair

**Donna Fletcher, PHR, CCP**  
SHRM Foundation Chair

**Kari Dean, PHR**  
Sponsorship Chair

**Denise Reid**  
Chamber Liaison

**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 drove change from the inside. Today, he leads Talent Anarchy's consulting practice to build cultures that fuel innovation. A born innovator, Jason has been making change happen since his grade school years.

Jason is an accomplished and well-traveled keynote speaker. His speaking credentials include several SHRM Annual and National Conferences; SHRM state conferences including HRFlorida, Illinois, and Ohio; and talent management events in London, Mexico City, and Istanbul. He is a passionate, engaging and thought provoking speaker who always scores high marks from his audiences.

**Joe Gerstandt** brings a unique and powerful perspective to everything he does. The bulk of Joe's career has involved bringing fresh perspectives and new tools to diversity and inclusion work. Listening to Joe speak, you will hear lessons learned from his days as a U.S. Marine, growing up on a farm and professional experiences with organizations of all shapes and sizes.

Joe's perspectives have been published in numerous print and online journals including Diversity Executive, HR Executive, The Diversity Factor, The American Diversity Report, the Corporate Recruiting Leadership Journal, and Associations Now. Joe also serves on the board of directors for the Global Diversity and Inclusion Foundation. Joe speaks at numerous corporate events and conferences, he has spoken at many SHRM national, regional and local events and a wide variety of other conferences and events such as South by Southwest and The Great Ideas Conference.

### **Register for Program**

*This program has been approved for 1 (Specified -Business Management and Strategy) recertification credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute.*



*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 ONE in Energy.™



### **December Learning Lab**

Location: OSU Tulsa North Hall Room 106  
Thursday, December 5 |2:00pm - 4:00pm|  
Members - \$15, Guests - \$25



**Register Today!**

### **Culture that CARES!**

*Presented by Greg Hawks*

The most influential person in an organization isn't a person at all. It's the Culture! Organizational Culture sets the tone, communication structure, values & so much more! Culture is essential for success in every single organization. More tangible, more prevalent, more bottom dollar impacting than any one person or policy!

Discover the four pillars that establish the foundation to build Greatness upon. A culture that CARES Connects, Appreciates, Respects, Enjoys & Serves. Intentionally laying this foundation

**Julie Odom**  
Chapter Management  
Professional

produces numerous benefits including everyone producing at their highest potential.

**Greg Hawks** has spent his life investing in people. Through mentoring, training and cultivating personal & professional development plans, Greg has been a catalyst to others fulfilling their dreams. He is fortunate to have a leadership portfolio that stretches between both for-profit and non-profit worlds. His opportunities have led to being a business director, real estate investor, executive director, traveling consultant, leaders of teens and more! Greg's broad experiences have enabled him to craft customized strategies for growth as well as implement corporate culture shifts empowering teams. Currently Greg is focusing his energies equipping small & large organizations, leaders & teams, families & students, in being Relationally Smart.



## TAHRA and Tulsa Oilers Networking Event!

Sunday, November 17th  
3:00pm - 7:00pm  
BOK Center

The TAHRA Membership Committee would like to invite you to a Family Fun Day with the Tulsa Oilers! TAHRA will provide each member with:

- Free ticket to the Tulsa Oilers game vs. Brampton Beast
- Pregame festivities and snacks
- Post game skate with players after the game for only \$3.00
- Networking with other TAHRA Members
- Plenty of photo opportunities with Mascots before game
- Recognition of TAHRA during the game
- Chances to win Tulsa Oilers souvenirs!

Admission is **FREE** for TAHRA member.  
Register additional guest(s) for \$10 each!  
Children under 2 are free.

### [Register Now!](#)

Gates open at 3:00pm and pregame and snack area is open from 3:00 to 4:30. Game time is 4:05pm.

***Pick up tickets at BOK Box Office before the game on November 17th. You must register and pay online at [www.tahra.org](http://www.tahra.org) by Thursday, November 14th to attend this event. Payments cannot be accepted at the game!***



## 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](http://www.tahra.org). Make the most of your sponsorship and get registered today!

Please contact Roger Holder at [rholder@samson.com](mailto:rholder@samson.com) for sponsorship or player information.



## Community Outreach & Awareness

*by Denise Reid, Chamber Liaison*

### **Mosaic**

The inaugural economic inclusion forum was held October 21st and we recognized our Top 20 Inclusive Workplace Cultures. We identified five key areas for the survey questions based on research of regional, national and international awards - 1) CEO commitment 2) Diversity supplier program 3) Recruiting, hiring, training and promoting diverse people 4) Internal policy supporting equity for all employers and 5) Public outreach and awareness in the community. We had a total of 111 organizations complete the survey. Below is a quick overview of some of the survey results.

#### **CEO Commitment**

70.7% Highly Value  
20.3% Value  
4.9% Somewhat value  
3.3% Don't know  
.8% Does not value

#### **Recruit, Hire, Train & Develop**

77.2% Yes  
11.4% No  
11.4% Other

#### **Diversity Supplier Program**

52.8% Yes  
31.7% No

15.4% Other

### **Internal Policy**

56.9% Yes

28.5% No

14.6% Other

### **Public Outreach & Awareness**

65.0% Yes

22.0% No

13.0% Other

For a listing of our Top 20 Inclusive Workplace Cultures, a copy of our resource guide or to learn more about Mosaic please visit [www.tulsachamber.com/mosaic](http://www.tulsachamber.com/mosaic) or feel free email me at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or call (918) 560-0255.

Below is a quick listing of a few opportunities that may be of interest to your employees or resource groups.

### **Veteran's Day Commemoration**

**November 11, 2013**

**9:00 to 9:30a.m.**

Celebrate Veteran's Day with WPX as it hosts a Veteran's Day remembrance ceremony at the flag pole on the Williams Center Green. Ceremony will include a special speech by Matt Stiner of the United States Marine Corps. Stiner is currently the Director of Justice for Vets, the nation's first Veterans Treatment court organization, and he acts as Liaison to General Barry McCaffrey.

**9:00-9:30** Raising of the colors with the playing of taps  
Special speech by Matt Stiner  
Performance of the national anthem by singing group  
Magnolia

### **Martin Luther King, Jr. Parade**

**January 20, 2014 - [deadline to register is November 30th](#)**

**11:00 a.m.**

The Annual Dr. Martin Luther King, Jr. Parade will take place; Monday, January 20th. Entries are limited, parade participant registration deadline date is November, 30th. Link to MLK, Jr. Commemoration Society for more information <http://www.mlktulsa.org/>.

Tulsa's MLK Parade continues to grow and improve in quality and content. Participating in this event not only honors Dr. King and his pioneering but it also provides an excellent way to showcase and promote your organization or business.

## **Welcome New Members!**

**Morgan Ames**

**WPX Energy**

**Nathan Mitchell**

**Clutch Consulting LLC**

**Kevin Baum**

**LIFE Senior Services**

**Kenneth Philpott**

**Oil States Industries**

**Joseph Corbino**

**Arvest Bank**

**Amy Saum**

**M&M Manufacturing**

**Heather Cupp**

**SiteMaster, Inc**

**Rebecca Vasquez**

**The WorkPlaceGroup**

**Jeanie Fox**

**Northeast Technology Center**

**Ranae Vendel**

**Kylie Million**

**Walgreens**

**Arienne Wilson**

**Dollar Thrifty Automotive Group**



## Calendar of Events

### November

- 6 - **TAHRA Employment Law and Practices Seminar** - Registration Ends Monday!
- 17 - **TAHRA and Tulsa Oilers Networking Event**
- 20 - Program Meeting - **Six Strategies for Building Effective Relationships that Drive Influence and Change** presented by Talent Anarchy

### December

- 5 - Learning Lab - **Culture that CARES** presented by Greg Hawks

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

[Forward email](#)



Try it FREE today.

This email was sent to bryanw@peopleclues.com by [admin@tahra.org](mailto:admin@tahra.org) | [Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).

TAHRA | P.O. Box 140958 | Broken Arrow | OK | 74014