

January 2014

Issue 31



Chapter 0175

## Letter From the President

by Billie Fisher Callahan, SPHR



Happy 2014 TAHRA members! I hope everyone had a wonderful holiday season and is already working on a productive new year. I am thrilled to be serving TAHRA in the role of President and I am looking forward to another great year of events linked to the wonderful field of human resources. I sincerely appreciate all the hard work last year from Brandon Brazeel and the phenomenal 2013 board. It is the dedication of the board and hard work from all volunteers that make TAHRA a great chapter.

Last year was a successful year for TAHRA and 2014 plans are to continue momentum with programs, events and educational opportunities that benefit all HR professionals. In addition to monthly program meetings and learning labs please mark your calendars now for other exciting activities like the golf tournament in April, May's OKHR conference held in Tulsa and later this year the extraordinary Return-on-Inclusion Summit which promises to be top notch!

The 2014 board will be meeting in a few weeks for a strategy session focusing on the best way to continue to deliver great value to our membership and drive our chapter to greatness. I want to thank those in advance who have already committed to serving this year in the capacity that best meets their talents and want to encourage others to get involved and be part of the success.

Please make plans to attend January's program meeting. Start 2014 off with great networking and fine tuning your knowledge. I look forward to seeing each of you. Consider bringing a friend or colleague along to introduce them to TAHRA!

Regards,  
Billie Fisher Callahan

## January Program Meeting

Wednesday, January 15  
Lunch and Program |11:15am - 1:00pm|  
Tulsa Country Club

This program has been approved for 1 recertification credit hour toward **General** recertification through the Human Resource Certification Institute (HRCI).

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## Accelerating Peak Performance

by Don MacPherson  
President & Co-Founder, Modern



### Survey

To reach peak performance, organizations need engaged employees who are capable in their jobs and have the direction necessary to apply their energy and skills. The flaw is that capabilities and direction are becoming more of a commodity with technology advances while leaving engagement as the great difference maker. Engage employees and your organization succeeds.

Accelerating Peak Performance will cover why Human Resources is in an extraordinary position today to influence what organizations need to enable engagement, what leaders need to do to drive engagement, and what employees themselves need to own their level of engagement in order to position their companies to achieve peak business performance.

### [REGISTER NOW!](#)

**Don MacPherson** is an employee performance expert with over 17 years of industry experience. As President of the human capital measurement company, Modern Survey, Don oversees the organization's consulting and employee measurement practices. Don's areas of expertise include understanding employee and customer motivations, developing effective leadership, and creating processes for gathering employee feedback.

A candid and energizing speaker grounded in real-world experience, Don has presented to a range of audiences including state-wide HR conferences, academic institutions, business leadership networks, as well as on-site training groups and executive-level gatherings with leaders from some of the largest companies in the United States. As a presenter, Don promotes interactive discussion and uses hard data and personal stories to stimulate audiences to think critically about important issues.

Sponsored by:



## January Learning Lab

Thursday, January 23 |2:00pm - 4:00pm|  
OSU Tulsa

### [Register today!](#)

This lab has been approved for 2 recertification credit hours toward **International** recertification through the Human Resource



## TAHRA 2014

### Board & Committee Chairs

Billie Fisher Callahan, SPHR  
President

Michelle Lehman  
President Elect

Brandon Brazeel, SPHR  
Past President

Nancy Gunter  
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

Justice Waidner Smith, MA  
VP Diversity

Heidi Hartman, MHR, SPHR  
VP Education

Donna Fletcher, PHR, CCP  
Treasurer

Roger Holder, J.D.  
Fundraising Chair

Nikki Parker  
Community Relations Chair

Bryan Wempen  
Website/Technology Chair

Kerry Hope  
Registration Chair

Shane Norrid  
Workforce Readiness Chair



Certification Institute (HRCI).

## Understanding International Culture and HR Planning

by MaryRose Hart, Ph.D, SPHR, GPHR



As the world is shrinking, the leaders are changing as are their expectations; search for talent is expanding and becoming harder. Human Resources must keep abreast of the changes. We are all people, common humanity but that does not mean that it expresses itself the same way. Come and see how this way of looking at international culture can affect the bottom line and decisions of your company.

This lab, using the Hofstede's 5 dimensions as talking points, will cover these points:

- Key reasons to be aware of the different cultures:
- Does the new management term think like Americans? Assumption that everyone thinks the way we do, "Truth or Fiction?"
- Hofstede's five dimensions of national culture:
  - Individualism versus Collectivism
  - High/Low power distance
  - High/Low uncertainty avoidance
  - Achievement versus Nurturing
  - Long-term versus short-term orientation
- How these may impact HR decisions
  - What theories are international versus national (Example, Maslow's Hierarchy of Needs is not international)
  - What is important to different cultures in Total Rewards planning
  - What is legally required and what is expected (Compliance versus culture)
  - How to balance expectations
- Practice situations using Hofstede's Dimensions
- Questions and Wrap Up

**MaryRose Hart** obtained her SPHR January 2008 and her GPHR December 2008. She developed an interest in the international corporate culture as a result of living and studying overseas. Although reared in the United States (She has been in all 50 states, living in nine of them), she has had the privilege of living in and visiting countries in Asia, North America and Europe.

Prior to obtaining her PhD and MA from Michigan State University, MaryRose was an Air Force Captain. She did her undergraduate in Political Science/Psychology from Oakland University.

MaryRose has had a background in Human Resources. She worked in the compensation field as an analyst up through manager of compensation. MaryRose has run her own consulting firms (Hart Analytical and EthicsDoc) for over twenty years. These consulting firms advise small firms to Fortune 500 companies in areas of compensation, staffing, ethical issues, MBTI and international issues. Currently a Professor at Rogers State University, she has taught at major and regional universities for over 30 years. She has done research in the areas of MBTI, staff development, organizational behaviors, leadership, and international business. In the process, MaryRose developed community liaisons in three major metro cities. ment, and what employees themselves need to own their level of

Dixie Agostino, SPHR  
HRCI Chair

Stanna Brazeel, SPHR  
SHRM Foundation Chair

Kari Dean, PHR  
Sponsorship Chair

Denise Reid  
Chamber Liaison

Julie Odom  
Chapter Management  
Professional

engagement in order to position their companies to achieve peak business performance.

**Purchase your Sponsorship early  
for optimum value!  
Registration is now open for  
sponsors and players!**



**Monday, April 7, 2014**

The TAHRA Golf Committee is actively seeking sponsors for our 2014 Golf Tournament. Sponsorship packages are available from as little as \$250! The tournament will be held at the beautiful and prestigious MeadowBrook Country Club. Mark your calendars and get registered to sponsor today!

Your logo will be displayed at select TAHRA events leading up to the tournament and on the Golf Page of our website, as well as at the tournament.

[Click here to register](#)

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

## **NLRB Poster Rule is Finally Dead**

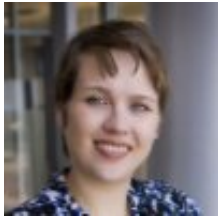
*by W. Kirk Turner, Esq.  
Vice President, Legal and Legislative Affairs*



Employers were handed a victory when business organizations finally succeeded in the quest to defeat the National Labor Relations Board's (NLRB) so-called poster rule. The "poster rule" would have required employers to post a notice in their workplaces informing employees of their right to organize and strike. After two federal appeals courts struck down the rule, the NLRB had one final chance to save its mandate. The Board had until January 2, 2014 to appeal to the U.S. Supreme Court to overturn the lower courts' rulings. No appeal was filed by that deadline.

The National Association of Manufacturers filed a lawsuit challenging the NLRB's proposed rule, and in May of last year the courts ruled that the entire rule was invalid given that all of its enforcement mechanisms violated the National Labor Relations Act.

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at [ktturner@newtonoconnor.com](mailto:ktturner@newtonoconnor.com).



## Planning for Employees' Future Growth

by Dixie Agostino, SPHR  
HRCI Chair

I recently had a conversation with a plant manager who said something that resonated with me. He said "We plan for average employee tenure of 3-4 years in a position. They will either find their next step with us or with someone else, so it is imperative that we plan ahead to keep the top talent engaged and growing."

As a recruiter, I have the opportunity to walk in to businesses all over Tulsa and learn about the operations of diverse companies. But one thing stays the same, the demand for and need to retain highly dedicated, talented people. Human resources is the backbone of every company, no matter the product, service or industry. People are also unpredictable and succession plans, by nature, have a lot of moving parts. However, the RIO and employee investment in a company that develops, trains and appreciates them is worth the effort.

In order to truly manage your company's talent, you need to know what skills you have available "on the bench" as well as what needs are projected to occur in the future. Once skills and needs are known, that is the time to plan for lateral moves, assignment to special projects, team leadership roles, and both internal and external training and development opportunities. I have never in my career heard from a manager that they regretted cross training their team or encouraging their staff to take leadership roles within projects.

Small moves over time create a big impact. It's the tiny adjustments of the rudder that keep the ship on course. A little proactive attention to match company future needs to employees can create a tremendous long term impact.

Any questions or for more information, please reach Dixie at [dixie@switchgearrecruiting.com](mailto:dixie@switchgearrecruiting.com).



## Looking to Advertise to HR Professionals?

Want the perfect opportunity for you to get your foot in the door with Tulsa area companies?

TAHRA program meetings average between 100-150 HR professionals all in one location. This high visibility sponsorship opportunity includes:

- Display table in the registration area before, during and after the meeting allowing face-to-face time with the members. Banner, brochures and giveaways are acceptable.
- Three (3) minute organizational presentation during the start of program meeting.
- Company name and logo included in the e-newsletter for 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 opportunity to get in front of 100+ HR professionals: priceless.  
The cost to sponsor a program meeting: only \$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 <http://www.tahra.org>.

## **PHR/SPHR Review Course - Spring 2014**



The Spring 2014 PHR/SPHR Exam Review Course will begin January 16, 2014 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.

Follow this link for enrollment brochure - <http://tulsaitech.edu/Documents/HR%20Brochure.pdf>

## **Things Around Town**

*by Denise Reid  
Chamber Liaison*



### **OSHA & Safety Law Program**

January 14, 2014

8:30-10:00

Tulsa Area Employer Council meeting

Tulsa Country Club

Compliance with federal and state health and safety regulations must be a core responsibility of both employers and employees in all businesses and industries. The consequences of non-compliance are potentially severe. We will discuss the actions employers can take to ensure their employees implement and carry out safety compliance policies and systems, or to improve upon the systems they may already have in place. These meetings are provided by the Oklahoma Employment Security Commission.

**RSVP to:** [Kennetha.ray@oesc.state.ok.us](mailto:Kennetha.ray@oesc.state.ok.us) or [debbie.harrell@oesc.state.ok.us](mailto:debbie.harrell@oesc.state.ok.us) or call Tulsa Area Employer Council at 918.796.1313.

Please provide Name, Company Name, Phone and Email. No charge for this event.

### **Tulsa Area Business Climate Survey**

Tulsa Regional Chamber has launched a retention and expansion business climate survey to identify needs of area business as it relates

to doing business in our region. This is an opportunity to voice your business needs for creating programs and services that have a positively impact our region.

**Survey link:** <https://www.surveymonkey.com/s/tulsabusinesclimate>

### **Diversity Business Council (MOSAIC)**

January 21, 2014

8:00a.m. to 9:00a.m.

Mosaic monthly meeting

Mission: Mosaic will educate, lead, and influence businesses on creating diverse and inclusive workforce cultures to enhance their competitive advantage.

Dennis R. Neill Equality Center

621 East 4th Street, Tulsa, OK

**RSVP to:** [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com)

### **Bridges Out of Poverty**

February 27, 2014

9:00a.m. to 4:30p.m.

Bridges Out of Poverty Program for Professionals

Greenwood Cultural Center

Alliance for Economic Inclusion of Northeast Oklahoma is providing this event with AEI NEOK members First Oklahoma Bank, Oklahoma Assets Network, Salvation Army and Oklahoma Department of Human Services. There is no charge but you must register and seating is limited.

**Register:** [TulsaBridges.Eventbrite.com](http://TulsaBridges.Eventbrite.com)

If you would like more information about any of these programs or need assistance with recruiting, training or downsizing please feel free to contact Denise Reid director talent strategies & recruitment with Tulsa Regional Chamber at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or (918)560-0255.



Iris Culp	Strategic Coaching and Consulting	Candice Organ	City of Broken Arrow
Robert Thompson	O.C.Tanner	Erik Wright	Cherokee Nation Businesses
Rosemary Harris	The Q4 Group	Maria Cornelius	Taylor Industries
Jessica Smith	Bristow Medical Center	Troy McPherson	Strecker & Associates
Carol Collins	Community Service Council of Tulsa	Terry Bean	ONEOK,Inc
Kate Halsmer	Clarehouse	Kimberly Mason	Bill Knight Auto
Ted Smith	Whitlock Packaging	Teresa White	Mid-Continent Group
Margo Camp	Hilti	Claire Tanner	Cherokee Nation Businesses
Bill Roubal	AmericanChecked	Natisha Hnizdo	Tulsa Spine & Spjcialty Hospital
Toni Miller	Stigler Health & Wellness	Dedra Phillips	Cherokee Nation Businesses
Anna Krehbiel	Cimarex	Jeff Faust	
Jennifer Goodin	ONEOK,Inc	Denise House	Lonestar Truck Group



## Calendar of Events

**January 15** - Program Meeting - [Accelerating Peak Performance](#)  
presented by Don MacPherson

**January 23** - Learning Lab - [Understanding International Culture and HR Planning](#)  
presented by MaryRose Hart, Ph.D., SPHR, GPHR

**February 19** - Program Meeting

**February 27** - Learning Lab

Thank you to those of you who have renewed your TAHRA membership!  
If you have not, please consider renewing today!

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

[Forward email](#)



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