

February 2014

Issue 32



Chapter 0175

## Letter From the President

by *Billie Fisher Callahan, SPHR*



Wow! It is already February and TAHRA is in full swing ready to deliver a great 2014. The board met in January for planning and preparing to make TAHRA "The HR Connection" for professionals dedicated to the field of human resources.

Delivering excellence as an organization requires each of you. There will be numerous opportunities for members to get involved this year and make great connections. Some examples include, program meetings, learning labs, round table education, mock interviews through Goodwill, committee volunteerism and more. If you are interested in a board position, joining a TAHRA committee is a great stepping stone to the board. Most succession planning comes from committee involvement. Learn more about our committees by clicking [here](#).

Becoming "The HR Connection" is dependent upon two pillars of success. First, maximizing our great membership. Second, building a strong partnership with the community. The board is comprised of dedicated human resource professionals committed to taking TAHRA to the next level. Please get involved and join us in progress!

Regards,  
Billie Fisher Callahan

## February Program Meeting

Wednesday, February 19  
Lunch and Program | 11:15am - 1:00pm |  
Crowne Plaza Southern Hills



### Patient Protection and Affordable Care Act: What You Need to Know

by *Greg Burn*  
*CommunityCare of Oklahoma*

*You asked, we answered!*

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conversation  
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According to our 2013 Membership Survey, many members requested additional information on Obamacare. Join us in February as Greg Burn, Senior Vice President of Marketing for CommunityCare presents on the Affordable Care Act. The Affordable Care Act requires US citizens and legal residents to have qualifying health coverage in 2014 or pay a tax penalty. The Act places significant and different requirements on insurance carriers, large employers, small employers, and their employees. This session will review all of these impacts and address the significant changes taking place in the health insurance marketplace as a result of the Affordable Care Act.

## **REGISTER NOW!**

**Greg Burn** is Senior Vice-President of Marketing for CommunityCare. He has served in that capacity since April, 2009. He has responsibility for assigned growth and customer retention goals in all group, individual and Medicare product lines for CommunityCare, Oklahoma's largest locally owned health insurance carrier. He has over 32 years of industry experience with an extensive background in marketing, alternative funding, state and federal compliance, product development and market research. Prior to joining CommunityCare, Greg spent 28 years with Blue Cross Blue Shield of Oklahoma.

Greg earned an M.S. in economics from Oklahoma State University, the Registered Health Underwriter (RHU) designation from the American College and the Certified Employee Benefits (CEBS) designation from The Wharton School. He has been an Adjunct associate professor at the University of Tulsa since 1979, where he teaches economic principles and health economics courses. He completed five years of service on the Child Abuse Network Board of Directors between 2004-2009. He now serves as Chair of the Board of the Ronald McDonald House in Tulsa

Sponsored by:



## **February Learning Lab**

Thursday, February 27 |2:00pm - 4:00pm|  
Lexus of Tulsa

### **Register today!**

#### **Cracking the Code to the Glass Ceiling**

*Presented by Nancy Parsons  
CEO/President, CDR Assessment Group, Inc*

Join us in February to gain a practical and accurate understanding of why the "Glass Ceiling" continues to hold women back. Learn the latest research on how women leaders' inherent risks are different than their male counterparts and why these differences cut women out of consideration. Myths and false assumptions will be exposed. Participants will learn from Pew Survey data compared to CDR data that the perceptions of men and women leaders are erroneous.

At this lab, Nancy Parsons will share practical tactics outlining what HR leaders and organizations can do to bring down the



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## **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

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Fundraising Chair

**Nikki Parker**  
Community Relations Chair

**Vacant**  
Website/Technology Chair

**Kerry Hope**  
Registration Chair

**Amanda Espino, PHR**  
College Relations Chair

Glass Ceiling. Specific leadership development insights will be shared to minimize the impact of the "Worrier" risk that hurts many aspiring women leaders. Lastly, ideas will be presented to incorporate productive changes to business strategies and talent management objectives that HR professionals should design and implement at their workplace.

**Nancy Parsons** is an expert in leadership development, talent management, human resources, and assessments (personality, motivational and performance.) She is the CEO/President of CDR Assessment Group, Inc. (CDR) that she co-founded with Kimberly (Brinkmeyer) Leverage, Ph.D. In 1998, together they authored the break-through *CDR 3-Dimensional Assessment Suite* an ideal coaching tool which has been translated to five languages for global clients. The CDR 3-D Suite measures: leadership character traits, inherent risk factors for derailment, and drivers and rewards. She designed and continues to instruct the *CDR Executive Coaches Certification Workshops* for internal and external consultants. Nancy has authored more than 30 articles and is currently working on a book titled "Finding Your Leadership Sweet Spot." She has presented at international, national and regional industry conferences.

**Shane Norrid**  
Workforce Readiness Chair

**Rod Benham, MBA, PHR**  
Hospitality Chair

**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



**Early Registration Ends  
February 15, 2014!**

**Downtown Tulsa  
Convention Center  
May 6-9**

The 2014 OKHR State Conference and Expo, The Energy of HR, is filled with speakers and breakout sessions that will give you the edge you need to power up. Make plans to attend today!

[Click here for more information.](#)



**Monday, April 7, 2014**

The TAHRA Golf Committee is seeking sponsors and players 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.

### TAHRA Awards and Volunteer Recognition Ceremony

On January 30, 2014, TAHRA held it's annual Awards and Volunteer Recognition Ceremony at the beautiful Ambassador Hotel. This event is a celebration for volunteers who have dedicated time and service to TAHRA in 2013. Also recognized at the event are TAHRA Past Presidents and members who celebrated a milestone membership anniversary.

Brandon Brazeel presented the President's Award to Diane Hewitt, VP of Membership. This annual award is presented to an outstanding TAHRA member for their significant contributions to the association. Diane has been a member of TAHRA since 2011. She has served on the Golf Committee, Board Member at Large - Golf Chair and VP of Membership. Diane and her committee were tasked this year with increasing our TAHRA and SHRM membership numbers in order to reach our goal of the Gold Excel Award, the annual award given by SHRM. Diane was instrumental in recruiting and retaining new members for this goal. Our TAHRA membership finished the year with 570 members and 362 of those are also SHRM members! Join TAHRA in congratulating Diane for this great achievement.



Membership Anniversaries! Christy Ptak, 25 Years, Billie Fisher Callahan, President, Brandon Brazeel, President 2013, Rosalia Cunningham, 25 Years and Ed Fager, 40 Years! Thank you for your loyalty!



Brandon Brazeel and Presidents Award winner Diane Hewitt



Past presidents, Will Williams, Libby Keys, Rosalia Cunningham and Dell Rice



2013 Board Members attending the ceremony



## The Best HR Advice

by Dixie Agostino, SPHR  
HRCI Chair

If you have not seen the slideshow from Patty McCord, Chief Talent Officer of Netflix yet, it's worth your time. Five million viewers are not wrong.

What I loved about this presentation is its focus, not on the abstract, but on behaviors and skills that defined who would succeed. Netflix builds its outstanding culture not with lush benefits, but with a commitment to excellence mirrored in the statement "Adequate performance gets a generous severance package." They realize the 80/20 rule; they experienced in creative work, the best people are TEN TIMES more effective than the average.

These days, the business of business is people. Great people change companies, build them, drive them. Great companies are that way because the vision and the staff are aligned, reinforcing each other constantly. People are the foundation of companies and the only way they grow.

I appreciated this quote from David Ogilvy, Chairman and CEO of the advertising agency Ogilvy & Mather Worldwide. "No matter how much time you spend thinking about, worrying about, focusing on, questioning the value of, and evaluating people, it won't be enough. People are the only thing that matters, and the only thing you should think about, because when that part is right, everything else works."

Netflix shows that it is not attention to policy or processes and procedures that create success. Antoine de Saint-Exupery, author of 'The Little Prince' made a beautiful point. "If you want to build a ship, don't drum up the men to gather wood, divide the work and give orders. Instead, teach them to yearn for the vast and endless sea."

So, in 2014, what can you do as managers and HR leaders to create the context that inspires and motivates the best talent out there?

<http://hbr.org/2014/01/how-netflix-reinvented-hr/ar/1>

For additional information, literary quotes or to brainstorm, Dixie can be reached at [dixie@switchgearrecruiting.com](mailto:dixie@switchgearrecruiting.com).

## NLRB Issues New Proposed Rules...Again

by W. Kirk Turner, Esq.  
VP of Legislative Affairs



Here we go again! On Wednesday, February 5, 2014, the National Labor Relations Board ("NLRB") issued new proposed rules to speed up the union election process. If this is familiar to you, it is because in June 2011, the NLRB issued essentially the same expedited election rules, and in December 2011, decided to approve and implement certain of these rules -- but that decision was invalidated by a district court finding the NLRB did not have a quorum. If all (or even some) of these new proposed rules are properly promulgated, however, they will substantially change the playing



field and make it far easier for unions to organize employees.

### The History

The NLRB first announced proposed expedited election rules in June 2011. The Board ultimately approved several of the rules which were released in December 2011. The U.S. Chamber and the Coalition for a Democratic Workplace filed suit challenging the rule. Among other things, the plaintiffs asked for a declaratory judgment that the rule was contrary to the National Labor Relations Act, the First and Fifth Amendments to the Constitution, and that it violated other congressionally-created statutes.

On May 14, 2012, the United States District Court for the District of Columbia held that the expedited election rules were invalid. The court did not rule on the merits, however, but instead, held that the NLRB lacked the authority to issue the rules because they were not, as required, adopted by a three-member quorum of NLRB Members. ([Read entire article](#))

Please stay tuned for future developments and, as always, please do not hesitate to contact Kirk Turner at 918-587-0101 or [kturner@newtonoconnor.com](mailto:kturner@newtonoconnor.com) if you would like to discuss your efforts to remain union-free.



## Collaboration Fuels Regionalism and Grows the Economy...

by Denise Reid  
Chamber Liaison

There are several initiatives and projects in the works that are creating collaboration across multiple organizations and partners in the region. Different organizations are leading the efforts but it is all important and exciting work tied to workforce development, education, career pathways, diversity and inclusion, transportation and more.

- \* Tulsa Regional STEM Alliance
- \* Dream It Do It Northeast Oklahoma
- \* Regional Workforce Analysis Project
- \* DiversityOK
- \* Road Trip for Teachers
- \* Best Thinking Forum
- \* Vanpooling Transportation Grant
- \* Employer Workforce Outlook

Upcoming events tied to Partners In Education (PIE), Mentoring and Education Funding and Advocacy all help building our workforce pipeline for the future.

### EdTalks: Funding & Advocacy

February 26, 2014

5:30p.m. to 7:00p.m.

Ti Amo's South

6024 S. Sheridan

Real talk about the issues facing education in our region. Featuring Brian Hunt with Stand for Children & David Blatt of the Oklahoma Policy Institute.

Registration link: <https://www.eventbrite.com/e/edtalks-education-funding-and-advocacy-tickets-10302580295>

### Mayor's Mentoring to the Max Breakfast

February 28, 2014

8:00a.m. to 9:30a.m.

Crown Plaza Southern Hills

This collaboration with the City of Tulsa is aimed at showcasing mentoring initiatives as well as mobilizing business and industry toward just how to impact the life of a student through mentoring.

Registration link: <https://www.eventbrite.com/e/mentoring-the-to-max-breakfast-tickets-9798512615>

### Why PIE

March 6, 2014

5:30p.m. to 7:00p.m.

Tulsa Children's Museum

560 N. Maybelle

Maximize your community standing, impact lives through Partners in Education. Learn how to be a partner with the inaugural WhyPIE event.

Registration link: <https://www.eventbrite.com/e/why-pie-tickets-10068207279>

If you would like additional information about any of these projects or programs let me know via email at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or call (918)560-0255.



Kelly Cooper	American Staff Corp	Wendy Batson	Flexicrew
Whit Kittleman	Laredo Petroleum	Laura Lundquist	Laredo Petroleum
Andrea Borland	Laredo Petroleum	Jerry Traylor	Laredo Petroleum
Lisa Allred	Universal Field Services	Brian Martin	LUXA Enterprises
Chris Sellars	Magellan Midstream	Libby Davis	Hilti
Amy Halliburton	Williams	Debra Foreman	Foreman & Associates
Angela Eidson	Wagner Plate Works	Shawna Ellis	American Heritage Bank
Ashley Reynolds	Norris Rods	Jessica Rust	F & M Bank



## Calendar of Events

### February 19 - Program Meeting -

#### [Patient Protection and Affordable Care Act: What You Need to Know](#)

presented by Greg Burn

### February 27 - Learning Lab -

#### [Cracking the Code to the Glass Ceiling](#)

presented by Nancy Parsons

**March 19 - Program Meeting**  
**March 27 - Learning Lab**

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

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