

April 2014

Issue 34



Letter from the President

by *Billie Fisher Callahan, SPHR*

In January, the 2014 TAHRA Board met for a strategic planning session. The board's goal for 2014 is to make TAHRA "The HR Connection" with pillars tied to an engaged membership that reaps the tremendous value TAHRA has to offer and a community that embraces TAHRA as a partner and resource.



Understanding the needs and expectations of TAHRA membership is vital to achieving excellence related to member engagement. This is currently captured through survey feedback and event participation. Feedback from the annual membership survey deployed in fourth quarter 2013 has been used as a resource for finalizing this year's calendar of events. Additionally, survey results and participation numbers from events are major components for determining program meeting success. I encourage every member to take just a few minutes and provide feedback via electronic survey so that TAHRA committees can better understand membership needs and continue improving as great opportunities for HR professionals to learn, network and grow in this dynamic field are provided. Even better, members should get involved by volunteering or sharing suggestions for potential speakers, topics or events.

A strong connection to the Tulsa community is the second pillar to the overall goal. Great work started last year with HR round tables focused on educating non-profits. This year that work will continue and expand to small businesses. The diversity committee is preparing for an unmatched ROI event in October. Lastly, TAHRA cannot forget about strengthening our partnership with Tulsa educational institutions and engaging future HR professionals and, optimistically, future TAHRA members.

In closing, I encourage all members to set a goal to be active TAHRA members, make the most of your membership and provide feedback both positive and constructive so that TAHRA can continue to grow and be "The HR Connection."

April Program Meeting

Wednesday, April 16
Lunch and Program | 11:15am - 1:00pm |
Tulsa Country Club



The Importance of the "Human Brand" for Employee Loyalty

Presented by *Kyle Killingsworth, SPHR*
Catalyst Consultant Group

Chapter 0175

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[Register Now!](#)

We hear a lot about employee engagement, but the real measure/result of engagement is employee loyalty. In this session, Kyle Killingsworth, SPHR will introduce attendees to specific strategies surrounding the components necessary to develop senior leaders "Human Brand" to deliver lasting loyalty from your employees. You will learn the components of the "Human Brand", the relationship of the "Human Brand" and employee loyalty and how to access your senior leadership team's current "Human Brand".

Kyle Killingsworth, SPHR is a proven strategic human resources consultant with over 25 of years of experience in successfully blending human resources strategies with business opportunities allowing a company to leverage their human capital to optimize the organization's growth and performance. He has led Human Resources and Organization Development professionals in providing support in the areas of strategic planning, employee relations, compensation and benefits administration, internal communications, training, executive coaching, recruiting and organizational and leadership development. Kyle has broad expertise in mergers and acquisitions, having led due diligence and integration efforts on over 15 acquisitions both domestically and internationally. He is a business advisor and speaker specializing in mergers, culture, and organizational change.

April Learning Lab

Thursday, April 24 |2:00pm - 4:00pm|
Lexus of Tulsa

Juggling Real Time Human Rights in an Educational System

*Presented by Dr. Pauline Harris
Tulsa Public Schools*



General and Higher Education provides business sectors the human capital they need to produce, provide services, manufacture, etc. for a global society. What are the human rights challenges in the education system workforce pipeline? The education system is a complex human resource microcosm. How does a human rights professional juggle the issues of 42,000 students and their parents; 7,000 plus employees that are state certified or non-certified and interact with two unions (teachers and staff)?

This workshop will:

- Examine the continual flux of societal issues that transcend legal, EEOC and Office of Civil Rights compliance in the workplace
- Review practices in social media and the new challenge of determining "Cyber Crime"
- Explore how education protects fairness

[Sign up today!](#)

Dr. Pauline Harris is the Human Rights Coordinator for Tulsa Public Schools and previously was the Coordinator for Diversity Education at Oklahoma State University-Stillwater. Her career includes facilitating diversity and inclusion training to obtain cultural proficiency.

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Monday, April 7th!
MeadowBrook Country Club

Our golf tournament is scheduled for Monday, April 7th! It is not too late to sign up to play. It will be a fun and exciting day. The weather looks great! Come out and support TAHRA and network with old friends and make some new ones!

[Register now!](#)

Thank you to the following sponsors:

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2014 OKLAHOMA HR CONFERENCE & EXPO
May 6–9, 2014 | Tulsa Convention Center – Tulsa, OK

KEYNOTES: Joe Gerstandt, Jason Lauritsen,
 Jeff Havens, & Margaret Morford

The dynamic duo Jason Lauritsen and Joe Gerstandt of Talent Anarchy, together with author and comedian Jeff Havens and CEO Margaret Morford, headline this year's conference. Entertaining, practical, and powerful–this is a conference you don't want to miss!

NEW VENUE: Tulsa Convention Center

The spacious and recently renovated Tulsa Convention Center is a showcase for the urban revitalization taking place in the heart of downtown Tulsa. The 2014 conference will be bigger and better than ever with more speakers, more vendors, and more events!

LODGING: Aloft Tulsa Downtown

Aloft Tulsa Downtown was reconstructed out of the historic City Hall building and is located directly across the street from the Convention Center. Featuring an eclectic mix of

historic and hip, the Aloft is unlike any other hotel in the area.

PRECONFERENCE: Unleashing the Power of Inclusion

Dr. Steve Robbins, an internationally renowned D&I speaker will be hosting a full day workshop entitled Unleashing the Power of Inclusion on Tuesday, May 6th at the Cox Center in Downtown Tulsa. The cost for Dr. Robbins 2-day D&I Bootcamp is normally \$2950, we are offering the workshop for \$125. Group discounts (5 or more) are also available.

FOR REGISTRATION INFO:

Email lori@mahergroupllc.com or visit okhrconference.com.



TAHRA Receives EXCEL GOLD Award from SHRM!

March 24, 2014 - The Society for Human Resource Management (SHRM) has awarded the Tulsa Area Human Resources Association the EXCEL Gold Award for 2013.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters with SHRM. The award recognizes a chapter's accomplishments and strategic activities and initiatives that promote the human resources profession at the local level. "This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" said J. Robert Carr, senior vice president, membership, marketing & external affairs for SHRM.

TAHRA will be recognized in SHRM publications and at SHRM conferences. As an Excel winner, it receives a certificate of recognition and a special banner to display at its meetings and events.



TAHRA is also recognized as a SHRM Foundation Chapter Champion for its fundraising efforts and SHRM Membership Star for SHRM membership growth in 2013.

Thank you to the 2013 Board of Director's and the TAHRA membership for its commitment to achieving these goals!



Vaganza Inf

Why Structured Interviewing?

By Dixie Agostino, SPHR, HRCI Chair

I recently coached a client who was struggling to bring on the talent they needed to sustain their present customer needs. The company's hiring process involved bringing in a handful of people into individual, back-to-back sessions with the candidate, in a conversational format. Then the team would get together and decide whether to move forward.



The issue we faced was the members of the hiring team had different information to compare, most of which was subjective, gut reactions. Some members dug into work history, performance and motivation while others just chatted and let the conversation meander. There was also no consistency for the candidate who, after hours of interviewing, was rarely sold on a company who lacked focus.

Our solution was structured interviewing, based on performance. Our recommendation was to center the interview on the question "What has been your most significant accomplishment in your career to date?" The interviewing team could then dig into the specific situation, environment and the candidate's role within the project. This question opened the door for the hiring team to understand the candidate's specific responsibilities, level of teamwork, initiative, work style and results achieved. The meetings had structure and focus, during the interview and after in the team debrief. The interviewers then had the data needed to determine if the candidate could perform to expectations. Also, the candidate saw a consistent, focused company and left with a positive impression.

In today's talent market, the best people are still hard to find. Successful, driven people want to be around others who know what they want to achieve and how to get there. Using structured, performance based interviewing can help you and your hiring managers find those gems and lay the groundwork for the recruiting process of top tier candidates.

For more information, questions or a mean cup of coffee, contact Dixie Agostino at Dixie@switchgearrecruiting.com or (918) 574-8750.



Workforce is the Name of the Game

by Denise Reid, Chamber Liaison

A skilled workforce will be our competitive driver for growing, attracting and retaining a strong economic base of business. Our region is involved in a workforce analysis project to better understand our existing assets, challenges and gaps as it relates to educating our children, providing accessibility to post-secondary training and education to meet the needs of area residents and business.

The workforce analysis project is a 24 week process that will include a strategic plan to align our region with shared vision and goals and implementation plan to ensure the economic prosperity of our community.

If you would like to learn more about this project click on this link - <https://www.tulsachamber.com/tulsa-regional-workforce-initiative>

If you would like to learn more about programs and services your local chamber and state chamber offer to assist with growing, retaining and attracting skilled talent attend the upcoming Tulsa Area Employer Council meeting.

Tulsa Area Employer Council

April 8, 2014

8:30-10:00

Tulsa Country Club

Growing, Attracting and Retaining Talent for the Future

presented by Fred Morgan, Oklahoma State Chamber and Brian Paschal, Tulsa Regional Chamber

Feel free to contact me if you have any workforce questions or needs that I might be able to assist you or your company by connecting to resources and services. denisereid@tulsachamber.com or (918)560-0255



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Emily Campbell	TCI Services	Latrice Calvert	St. John Health System



Calendar of Events

April 7 - [TAHRA Golf Tournament](#) - MeadowBrook Country Club

April 16 - Program Meeting - [The Importance of the "Human Brand" for Employee Loyalty](#) presented by Kyle Killingsworth, SPHR

April 24 - Learning Lab - [Juggling Real Time Human Rights in an Educational System](#) presented by Dr. Pauline Harris

May 6-9 - [2014 OKHR State Conference & Expo](#)

May 15 - [TAHRA Networking and New Member HR Extravaganza](#) - Hard Rock Hotel and Casino, Sky Room

Note: Due to the OKHR State Conference in Tulsa, we will not have a program meeting or Learning Lab in May.

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

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