

May 2014

Issue 35



TAHRA will not have a newsletter in June or July, but we do have some exciting events coming up. Read below for more information. Watch the website for future programs, labs and special events. The newsletter will return in August. Have a great summer!



## July Program Meeting

Wednesday, July 16

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

Crowne Plaza Southern Hills



### The Principles of Great Work - How to Make a Difference People Love!

*Presented by Kevin Ames  
O.C. Tanner*

### [Register Now!](#)

In today's competitive marketplace, organizations must draw differentiating ideas and solutions from every employee. Yet the same question persists. How do organizations support an environment where innovation and great work thrive? During this engaging keynote, Kevin Ames will reveal insights from the largest-ever study of award-winning work. He'll share 5 personal practices that anyone in any role can use immediately to make a difference.

At this program you will learn:

- A clear understanding of how anyone can be a 'difference maker' within the constraints of their current job
- 5 practical skills that can be used to ideate, innovate, and deliver work that drives results and gets noticed
- Effective ways to engage individuals and teams toward achieving the highest levels of creativity, innovation, and performance

This program has been approved for 1.0 recertification credit



Chapter 0175

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**SHRM** SOCIETY FOR HUMAN RESOURCE MANAGEMENT **TRANSFORM YOUR HR CAREER AT THE ANNUAL CONFERENCE**

**JUNE 22-25**  
2014 in ORLANDO

**DON'T WAIT. REGISTER TODAY!**



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](http://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.*

**Kevin Ames** has provided inspiring motivational keynotes and training for more than twenty years—from Washington, D.C. to Sydney, Beijing to Boise. In addition to being a successful entrepreneur in his own right, Kevin has traveled the globe working with companies such as American Express, Autoliv, Coca Cola, Iomega, Kimberly Clark, NuSkin, Nature's Own Sweden, Thiokol, Huntsman Cancer Institute, and Sundance.

A true Appreciateologist, Kevin is an expert in the areas of recognition & reward, team building, personal development, and leadership. His mission is to "instill in every student a passion for personal and professional excellence." An active marathoner and triathlete, Kevin and his wife Annette live in the beautiful Rocky Mountains of Utah. They are the proud parents of four children and eleven grandchildren.

Sponsored by:

**O.C. TANNER**  
 appreciate.



On Thursday, May 15th, TAHRA hosted the TAHRA HR Extravaganza, HR in Tulsa is Gold! Over 125 TAHRA members and guests attended the event. We had door prize drawings, free give aways, terrific food and a great time with HR professionals in the Tulsa area.

Door prizes were generously donated by O.C. Tanner, Lockton, Plan Benefit Analysts, Doerner, Saunders, Daniel & Anderson, The Addison Group, Key Personnel, Direct Connect, Arrow Engine and the Hard Rock Hotel and Casino.

Thank you to all who were in attendance and we look forward to seeing those of you who were not able to attend at our next networking event.

Follow TAHRA!



## 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

**Vacant**  
 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

**Vacant**  
 Website/Technology Chair

**Kerry Hope**  
 Registration Chair

**Amanda Espino, PHR**



2014 Membership Committee: (left to right) Alyse Galarza, Jackie Evins, Diane Hewitt, Kristi Spaethe and Rod Benham



TAHRA Cake for ALL!

College Relations Chair

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



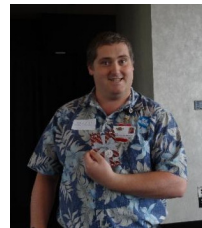
Billie Fisher Callahan,  
TAHRA President,  
welcomes everyone



TAHRA Members and Guests having a great time!



Kristi presents Mahogany  
Gift Card to Reatha Oliver!



Erik Wright shows off his gift card!

**LOOKING FOR A UNIQUE TEAM-BUILDING EVENT FOR YOUR DEPARTMENT OR COMPANY?**

**LOOK NO FURTHER**

<b>Typical Opportunity</b> BORING OLD INFO NO TAKEAWAY  SCORE <b>0</b>	<b>VS</b> <input type="checkbox"/> <input type="checkbox"/>  <b>NO</b> COMPETITION	<b>Center Experience</b> INSPIRING NEW TOPIC FUN GAMES  SCORE <b>100</b>
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**THE CENTER EXPERIENCE**

INFO SESSION **GET CENTERED** INFO SESSION

**Thursday, July 17 - 12 noon or 5:30 p.m.**

\*Light Refreshments\*

Learn about a new opportunity to help you build a culture of inclusion and promote disability awareness in your company.

For more info or to RSVP call Susan at 918-794-4506 or [spierce@tulsacenter.org](mailto:spierce@tulsacenter.org)





**“Providing opportunities for persons with physical disabilities to enhance the quality of their lives.”**

The Center is the only facility of its kind in the region, dedicated to providing a range of rehabilitative and recreational activities for persons with a wide range of mobility-, dexterity-, or sensory- disabilities. Founded 1957 by the National Council for Jewish Women in the basement of Hillcrest Hospital, The Center was created as an effort to allow those who were disabled to have a social and recreational outlet. Since then, The Center has enabled thousands of people with disabilities to increase their physical capabilities and celebrate their triumph.



**The Center** For Individuals  
With Physical Challenges

**815 S Utica Ave  
Tulsa OK 74104  
918-584-8607  
www.tulsacenter.org**



This is a paid advertisement



TAHRA is proud to co-sponsor the

## **Title VII 50th Anniversary OCRE Educational Outreach**

Oklahoma Attorney General's  
Office of Civil Rights Enforcement

OCRE will be hosting an educational event in honor of the 50th anniversary of Title VII. Attendees will learn how to comply with all major aspects of the Oklahoma Anti-Discrimination Act and will learn about the newly formed Office of Civil Rights Enforcement within the Attorney General's Office.

**DATE:** Thursday, July 24, 2014

**LOCATION:** Greenwood Cultural Center, Tulsa, OK

**TIME:** 8 a.m. - 5 p.m.

**COST:** Free

### **Speakers**

Attorney General Scott Pruitt  
Chris Thrutchley | Director OCRE

Steven Broussard | Hall Estill  
Kathy Neal | McAfee Taft  
Jim Priest | Rubenstein Pitts  
Leonard Court | Crowe Dunlevy  
Kristen Brightmire | Doerner Saunders  
Kirk Turner | Newton O'Connor  
Rachel Crawford | Newton O'Connor

[Click here](#) for the event's agenda for the day, including speaker times and topics.

### Co-Sponsors and Champions of Civil Rights

Tulsa Area Human Resources Association (TAHRA)  
Tulsa Equal Employment Opportunity Coordinator's Association (TEEOCA)  
Oklahoma County Bar Association (OCBA)  
If your organization would like to co-sponsor portions of this special event with OCRE, email [ocre.events@oag.ok.gov](mailto:ocre.events@oag.ok.gov).

### Training

This training session is geared towards anyone who manages or supervises employees; business owners; HR professionals; attorneys; civil rights advocates.

The training will emphasize practical, best practices for ensuring a workplace free from unlawful discrimination.

[TulsaLiveEvents.com](http://TulsaLiveEvents.com) will be live streaming the day for access by anyone anywhere in the state, if you are unable to attend.

*\*CLE and HRCI credit will be available. Pending approval.*

### Registration

**The registration deadline for this event is Monday, July 14, 2014.**

Please send the following registration information to [ocre.events@oag.ok.gov](mailto:ocre.events@oag.ok.gov) by July 14, 2014.

- Name
- Organization
- Phone Number
- Email Address
- Seeking CLE Credit
- Seeking HRCI Credit
- Attend in Person
- View LiveStream

*Reminder: Seating is limited so don't forget to RSVP to reserve your seat.*



## Investing in People Drives Our Success

*by Denise Reid, Chamber Liaison*

Our people are our competitive advantage. The chamber has been working on several different large scale projects to engage and collaborate on many different talent development and talent pipeline initiatives. Our regional demographics are

changing rapidly which is exciting but also creates unique challenges. It will take an aligned shared vision to identify how best to meet the needs of students, parents and the business community. How we come together to identify solutions and innovative and collaborative approaches will prove our success as a community. Learn more about how to get involved.

### **Workforce Analysis Project**

The Tulsa Regional Chamber and several community partners have launched an unprecedented 24-week initiative to gauge the state of the Tulsa area's workforce and draft a regional plan for workforce development by Summer 2014 aimed at improving job training opportunities for residents and keeping the area's economy competitive.

Linked with the region's ongoing visioning effort for improving life and business in northeast Oklahoma, this Workforce Analysis Project aims to address increasing competition from other metropolitan regions and find ways to fill workforce talent gaps that have left local high-paying jobs unfilled.

Link to more information <https://www.tulsachamber.com/workforceinitiative/>

### **Recruiter Roundtable**

Wednesday, May 21 | 8:30am - 10:00am

Tulsa Regional Chamber | 1 West Third St.

JD Young Room | First floor

No cost to attend - Register via <http://www.eventbrite.com/e/recruiter-roundtable-tickets-11509572441>

Our first meeting will be all about sharing experiences, challenges, emerging trends and needs as you see them tied to recruiting skilled talent in the region. We will also be sharing lessons learned from targeted hiring events we have held through collaborative partners and utilizing social media to drive candidates with the correct skill sets to these targeted hiring events.

**Hint of success:** Fewer candidates, but a very high percentage of candidates made it past initial screening to interview phase.

### **2014 Choose Tulsa Relocation Guides**

They are hot off the presses and they are a great tool for introducing region to out-of-area candidates. It is a 40+ color page guide to relocating to the Tulsa region that includes; welcome, Why Tulsa?, cost of living, comfortably cosmopolitan, it's where energy happens, performing arts, visual arts, preserving history, the Tulsa sound, downtown, fairs & festivals, entertain the family, sports the great outdoors, day trips, entertainment & gaming, shopping & dining, housing, education, healthcare, top industries, culture, diversity and relocation resources.

If you would like additional information or copies of our relocation guide let me know via email [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or call 918.560.0255.



## ***Call for Volunteers!***

The TAHRA Board currently has two openings, Vice President of Public Relations and Board Member at Large - Website/Technology.

**VP of Public Relations** - Responsible for promoting TAHRA to the general public and keeps members informed of HR and TAHRA issues through Newsletters, Advertising, Special Events and Publicity/Media.

**Board Member at Large - Website/Technology** - Tasked with providing and supporting members with an innovative website to interact and make resources available to the TAHRA membership.



You must be an active professional member to serve on the TAHRA Board of Directors. If you are interested in either of these positions, please contact Billie Fisher Callahan at [billiefishercallahan@gmail.com](mailto:billiefishercallahan@gmail.com).



<b>Matthew Pockrus</b>	<b>IMWell Health, LLC</b>	<b>Brian Petri</b>	<b>Intrust Retirement</b>
<b>Ann Lowry</b>	<b>Accounting Principals</b>	<b>Lisa Simpson</b>	<b>CS3 Technology</b>
<b>Deanna Gramm</b>	<b>T.D. Williamson</b>	<b>May Pereles</b>	<b>Randstadsourceright</b>
<b>Beathany VanHorn</b>	<b>BearWood concepts</b>	<b>Carrie Pringle</b>	<b>OK Dept of Human Services</b>
<b>Natahlie Miner</b>	<b>Helmerich &amp; Payne,Inc</b>	<b>David Imerbthama</b>	<b>Benefitfocus</b>
<b>Reubin McIntosh</b>	<b>New Image Salon</b>	<b>Katherine Schlichter</b>	<b>A New Leaf</b>
<b>Kelsey Migliore</b>	<b>Emerson Process Management</b>	<b>Debbie Yoder</b>	<b>Dentsply</b>
<b>Damertric Nelson</b>	<b>US Cellular</b>	<b>Jeffrey Beyer</b>	<b>Jenks Public Schools</b>
<b>Elizabeth Akin</b>	<b>Student</b>		



## Calendar of Events

**June 22 - 25 - [SHRM Annual Conference and Exposition](#)**

**June 26 - Learning Lab**

**July 16 - Program Meeting - [The Principles of Great Work - How to Make a Difference People Love](#) presented by Kevin Ames**

**July 24 - TAHRA Co Sponsors - [Title VII 50th Anniversary OCRE Educational Outreach](#)**

**August 20 - Program Meeting - [Legal Updates](#) (Topic TBA) presented by Kirk Turner**

**August 20 - Manager and Supervisor Training presented by Kirk Turner (Registration open soon)**

**August 28 - Learning Lab**

***Note: There will be no TAHRA newsletter in June and July! Watch the website for upcoming events. Have a great summer!***

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

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