

September 2014

Issue 37



Annual membership survey coming soon!
What do you want to see in 2015?



September Program Meeting

Wednesday, September 17

Lunch |11:00am|

Speaker Presentation |11:45am - 1:00pm|

(Due to the length of this program, the speaker will begin 15 minutes earlier than normal.)

DoubleTree by Hilton Hotel Tulsa - Warren Place



Strategic HR Leadership in the New Economy: Developing and Empowering a Workforce of Future Leaders

Presented by Andy Masters, MA, CSP

"The new economy has forced leaders to do more with less. It's here to stay. HR leaders must help transform the leadership style of an entire organization which cultivates leadership at every level to foster organizational success, improve succession planning, and help achieve the business objectives of the organization. This program will also illustrate the damaging impacts of organizations which do a poor job of developing and empowering its' employees. They will be left behind."

All attendees will receive a free autographed copy of Andy's book *Things LEADERS Say*, compliments of TAHRA!
(Must be registered by Monday, September 15th!)

31% of HR professionals expect "lack of high-potential leaders in the organization" to be the most pressing HR challenge faced within their organization moving forward. This program illustrates what senior-level HR leaders should implement to help transform the leadership style of an entire organization to one of developing and empowering its' employees at every level. This program also illustrates the damaging impacts of organizations which do a poor job of developing and empowering its' employees. Specifically, this program outlines both formal and informal methods for HR professionals to create a workforce which cultivates leadership at every level, to foster organizational success, improve succession



Chapter 0175

IN THIS ISSUE:

Program Meeting

Learning Lab

2014 ROI

Time to Celebrate

Metro TAHRA

Annual Awards

Scholarship

TAHRA Board & Chairs



Follow TAHRA!

planning, and help achieve the business objectives of the organization.

Register for Program



This **program** has been approved for **1.25** (Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at 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.

Andy Masters is an award-winning author and international speaker who has presented hundreds of programs, including for several SHRM Conferences and special events. He has written 5 books and earned 4 degrees, including an M.A. Human Resources Development and an M.A. Marketing from Webster University in Missouri. Andy's professional career included working for two high-profile performance improvement and marketing services firms, where his clients included Lexus, Honda, Nestle-Purina, and Anheuser Busch. Andy is the author of the 2012 book titled "Things LEADERS Say: A Daily Guide to Help Every Leader Empower & Inspire." Andy has also recently been featured on the LifeTime Television network, Investor's Business Daily, and Leadership Excellence magazine just to name a few.

Sponsored by:



Addison Group

September Learning Lab

Thursday, September 25 | 2:00pm - 4:00pm |
Location: OSU Tulsa

Workers Comp: The New, The Good Stuff plus Best Practices Bonus

*Presented by Brian Darnell
HUB International, CFR and
Brian Merrell
PartnerSource*



The September Learning Lab will focus on two timely and relevant Workers' Compensation topics - Best Practices and the New Oklahoma Option for Workers' Compensation.

Register today!

Brian Darnell will discuss the WC Best Practices and will break down the many steps a company can take to build a solid risk management plan for handling WC issues and for lowering the total cost of risk. This will include a Soft Tissue Management Strategy (muscle injury) that will decrease fraudulent claims and reduce the cost of legitimate claims. The average soft tissue claim in Oklahoma costs approximately \$28,000 and is completely subjective. How can you avoid getting taken to the cleaners on such a



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
College Relations Chair

Shane Norrid

costly claim? You better have a Soft Tissue Management Strategy in place.

Brian Merrell will share information on the Oklahoma Option. The OK Option became a reality via SB 1062 and incorporation into Title 85A of the Oklahoma Workers' Compensation Act. It is also referred to as the Oklahoma Opt-Out, Oklahoma Non subscription and Oklahoma Workers Comp Alternative. All Oklahoma employers can now apply to the Oklahoma Insurance Department for "Qualified Employer" status and elect to be exempt from the state's Workers' Compensation system.

As of February 1, 2014, Oklahoma law provides an employer a choice between a reformed "administrative" Workers' Compensation system and an "Option" to provide benefits outside of the Workers' Compensation system for all on-the-job injuries. The Option combines attractive elements from successful Workers' Compensation programs and Texas Nonsubscription. Be prepared when management asks, "What do you know about the Oklahoma Work Comp Option?" or "Is the Oklahoma Option right for us?"

After spending several years in technology, sales and banking, **Brian Darnell** moved into the HR service realm. Brian focuses on building partnerships to understand the needs of HR leaders and business owners in order to generate solutions utilizing technology, 3rd party resources and good old fashion listening. He has handled Work Comp coverage for several of Oklahoma's top employers and is a trusted advisor to small and large businesses alike. Finding new and creative ways to lower the total cost of risk, regardless of industry, has driven Brian to find success for his clients.

Brian obtained a B.S. in Marketing from Wichita State University, past board member for ASTD, and has been a TAHRA and SHRM supporter for the last 5 years.

With over 18 years of experience in financial risk analysis and dispute resolution, **Brian Merrell** applies his wealth of experience working closely with both employers and employees to bring our Oklahoma clients the best support possible. After serving on the risk management team for two of Oklahoma's largest employers in the food production industry, Brian possesses an unparalleled understanding of the claims system and boasts an impressive track record of demonstrated cost-savings for his clients. He holds a reputation for limiting clients' exposure to losses and lowering employer and employee liability (or lowering risk costs).

Brian received his B.S. in Business Administration from Oral Roberts University in Tulsa.

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



2014
RETURN ON INCLUSION
Summit

Fostering Innovation | Building Creativity | Engaging Employees

Thursday, October 30, 2014
9 am - 2 pm
DoubleTree by Hilton Hotel | Tulsa Downtown
616 West 7th Street, Tulsa, OK 74127

Creating Cultures of Inclusion

Research shows that creating a culture of inclusion within organizations results in many critical benefits, including improved attraction and retention of top talent, higher employee engagement, and increased creativity and innovation. Bottom line: Inclusion is a key factor in a company's success, on any scale.

I am very excited that TAHRA is the presenting sponsor of the Return on Inclusion Summit on October 30, 2014 from 9am-2pm at the DoubleTree Downtown. Lenora Billings-Harris, an award winning diversity and inclusion strategist, researcher and author, will lead us through a day of cutting-edge diversity and inclusion material. Participants will deepen their knowledge, learn new skills, and leave with key takeaways to enhance their organization's strategic goal of building a culture of inclusion, respect, inspiration, and engagement.

The Society of Human Resource Management (SHRM) named Lenora as one of 100 Global Thought Leaders on Diversity and Inclusion; Diversity Woman Magazine named her one of the Twenty Top Influential Diversity Leaders in the U.S. Lenora's ability to transform multifaceted diversity and inclusion concepts into immediately applicable "how to's" have enabled her to help Fortune 500 companies, professional associations, government agencies, and educational institutions facilitate change to attract and retain top talent, expand multicultural markets, and heighten the number of engaged employees.

Please join us for this incredible opportunity: registration is now open at www.roiok.org. Registration for the full ROI Summit includes the morning keynote, interactive workshop, and lunch. Lenora will also be hosting a special conversation with CEOs and Executive leaders prior to the beginning of the Summit. We invite all CEOs and Executive leaders to join us for this exclusive breakfast. And for those unable to attend the entire summit, there is a lunch-only option featuring a keynote by Lenora Billings-Harris.

Please contact me if you have any questions about the event. My number is 918-591-5028 and my email is Katheryn.Waidner@oneok.com.



Time to Celebrate (a.k.a. The ROI of FUN!)

by Dixie Agostino, HRCI Chair

Recently I had the opportunity to realize the ROI on fun! Our own company had been pushing harder and harder to reach goals and not taking time out to celebrate both our accomplishment and our "learning opportunities". Since we have decided consciously to put time and attention into having fun, we have seen a dramatic rise in productivity, employee suggestions and client engagement.

Here are some ways you can implement the return on investment on FUN!

- For employees that are motivated by recognition and acknowledgement, awards can go a very long way to making those

team members feel successful and appreciated.

- Sometimes, it is ok to celebrate failures. Mistakes are lessons learned, and by acknowledging them we can learn from mistakes together, thus help prevent them from happening again.
- Happy employees are more willing to go the extra mile for clients and can connect more readily with them.
- Coworkers that have fun together inside and outside of the office have dramatically lower turnover rates.
- Great culture and great profits most often go hand in hand. It's no small wonder the best companies to work for usually have terrific profit margins.
- Fun doesn't have to cost. From paper airplane flying contest to silly pictures on the roof, great ideas are free!
- Laughter is a terrific stress reliever!
- Playing games together helps create teamwork and cohesive work units. The team that plays together stays together.

What are three things YOU can do TODAY to make your group, department or company just a little more fun?

For more information or to challenge me at a game of "Apples To Apples", contact Dixie Agostino at Dixie@switchgearrecruiting.com or (918) 574-8750!



Diversity & Inclusion is All Around Us

by Denise Reid, Chamber Liaison

October will be celebrated as Diversity Month for the Region. This is a partnership with several companies and organizations in the Tulsa Region. We have created a regional logo for branding any of your internal private meetings or public meetings in October that have a diversity and inclusion topic. We are also creating a community calendar of events and participating companies. If you would like more information please visit www.MosaicTulsa.com or contact Denise Reid at denisereid@tulsachamber.com or (918) 560-0255.

The kick off for Diversity Month will be Mosaic's Diversity Hiring Event. See details below.

Mosaic's Diversity Hiring Event

October 1, 2014 |3:00pm - 7:00pm|

Tulsa Tech Lemley Campus (Career Service Center)

\$150.00 for booth

Link to register: <http://www.eventbrite.com/e/mosaic-diversity-hiring-event->

employer-booth-registration-tickets-12712514473

The goal of this event is to bring diversity programs, partners and networks together to highlight recruiting and referral resources for area businesses in the Tulsa region. This partnership was started with the Greater Tulsa Hispanic Affairs Commission and we know there are more partners that will make this event a wonderful success.

There will be a computer lab set up for individuals to complete online applications.

If you have question or would like additional information please contact Denise Reid at denisereid@tulsachamber.com or (918)560-0255.



Call for Nominations!

Richard J. Messer Excellence in Human Resources Management Award

This special award was designed to recognize outstanding leadership and achievements in the human resources field. Any current member of TAHRA, with the exception of the Awards Committee participants, are eligible to be nominated.

New Professional Award

This special award is designed to recognize an outstanding new professional in our organization. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated.

Self nominations are allowed and encouraged.

Criteria for the awards include: categories of self development; chapter contributions; community and civic involvement and leadership.

Nominate someone excellent today!

Nominations for annual awards are due by Friday, October 24th. Send nominations to Sarah Phelps, VP of Leadership Development at sarah.phelps@qepres.com.

Now Accepting Scholarship Applications!

TAHRA is excited to offer scholarships to students pursuing a career in human resources, get your application today!



Information and the application form are available [here](#).



Debra Butler	Consultant	Kristen Mansfield	Bank of Oklahoma Financial
Lisa Straubing	Northeastern State University	Ashley Thomas	Domestic Violence Intervention Services
Joyce White	QPS Engineering, LLC	Sherry Gipson	Workforce Tulsa
Doris Cravens	Cherokee Nation Business	Pam McCall	Viersen Oil & Gas
Janice Cook	Select Engineering, Inc	Courtney Nelsen	ONE Gas
Steve Laswell	Next Level Executive Coaching	Bandar Alqahtani	Student
Julie Via	Warehouse Specialists, Inc		



Calendar of Events

September 17 - Program Meeting - [Strategic HR Leadership in the New Economy: Developing and Empowering a Workforce of Future Leaders](#) presented by Andy Masters.

September 25 - Learning Lab - [Workers' Comp - The New, The Good Stuff plus Best Practices Bonus](#) presented by Brian Darnell and Brian Merrell

October 15 - Program Meeting - [What Exceptional Leaders Know](#) presented by Tracy Spears

October 23 - Learning Lab - Information available soon!

October 30 - [2014 ROI Summit](#) featuring Lenora Billings-Harris.

November 6 - TAHRA Employment Law and Practices Seminar - Save the DATE! Registration open soon!

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

[Forward email](#)



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



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