

October 2014

Issue 38



## Letter from the President

by *Billie Fisher Callahan*

Hello TAHRA members, we have reached fourth quarter! TAHRA is wrapping up another great year and plans to exit 2014 like no other year.



October is a busy month, beginning with Tracy Spears at the October Program Meeting discussing ***What Exceptional Leaders Know***. The following week Heidi Hartman has organized another fantastic learning lab featuring Bob Husley speaking on ***Engaging Leaders as Champions of Inclusion***. TAHRA will close the month as the leading sponsor of the ***2014 Return on Inclusion Summit*** featuring national, accomplished speaker Lenora Billings-Harris on Thursday, October 30. Sign up now because missing this event would be frightful!

The great events continue into November with the ***TAHRA Employment Law and Practices Seminar*** on November 6 featuring numerous attorneys to educate you and answer your burning HR questions. On November 19, Kristine Sexter returns as the Program Meeting speaker advising on ***Where to Put Your 2015 Recruiting Dollars: The Top 5 Sources For Finding Your Next Rock Star Employee!*** Kristine always brings tremendous energy and thought provoking meetings for TAHRA members and guests!

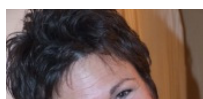
Last but never least, December will close our events with Rob Benson presenting a Learning Lab on ***Courageously Thinking Bigger: What Real Leadership Development Requires!*** The fun will continue, the membership and hospitality teams are working to announce another great networking event that will occur in January to kick off 2015 in grand TAHRA fashion...stay tuned for more details.

Are you interested in getting involved, meeting more great HR leaders and helping our profession progress as the field evolves? We would love to have you volunteer in 2015. Please reach out to myself, 2015 President Michelle Lehman or other TAHRA Board Members for opportunities to serve.

I look forward to seeing you at many of our fourth quarter events!

## October Program Meeting

Wednesday, October 15 | 11:15am - 1:00pm |  
Tulsa Country Club



Chapter 0175

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## TAHRA Board & Chairs



*Follow TAHRA!*



## What Exceptional Leaders Know

*Presented by Tracy Spears*

At our October program Tracy Spears will share specific skills of proven leadership and the myriad of ways a leader's influence is demonstrated. Participants are furnished with leadership tools that can be immediately applied resulting in increased teamwork and employee productivity. She identifies the most common mistakes made by leaders and how effectiveness is enhanced through an understanding of personality temperament needs, strengths and motivators.

At this meeting you will learn specific skills of proven leadership, develop your influence as a leader for future challenges, learn how to enhance your effectiveness as a leader, learn some of the most common mistakes made by leaders and some simple strategies leaders can incorporate immediately for positive outcomes.

### Register for Program



This **program** has been approved for **1** (General) 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](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.*

**Tracy L. Spears** is the founder and president of The Q4 Group, a member of the National Speakers' Association and a vice president for Transworld Systems. As a corporate culture coach and national diversity trainer for over 25 years, she specializes in developing leaders and teamwork by enhancing personal communication skills through her dynamic and comfortable delivery. Tracy's approach has led to the improvement of both individual and group performance in both business and personal arenas. She received a communications degree from the University of Oklahoma and has competed in Japan as a member of the U.S. National Softball Team. Tracy was a participant in the U.S. Olympic Festival and was a National Junior Olympic Coaching Instructor.

### October Learning Lab

Thursday, October 23 | 2:00pm - 4:00pm |  
Location: OSU Tulsa North Hall - BS Roberts Room

### Engaging Leaders as Champions of Inclusion

*Presented by Bob Hulse*



### Register today!

Today's business leaders must master the art of engaging employees who come from widely varying backgrounds, with talents and expectations that require new leadership skill sets. Boomers are delaying retirement and



## TAHRA 2014 Board & Committee Chairs

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Sarah Phelps, PHR, J.D.  
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holding onto key positions; Millennials are bringing high expectations and skills that are essential to the organization's growth; employees from Gen X and Gen Y are increasingly impatient to take the reins of leadership, but on their terms. It is essential for HR professionals to know how to partner with senior leaders, many of whom are white males, to implement an inclusion strategy that works for employees across this wide spectrum. The first step is get leaders' attention to the importance of this challenge; the second is to help them take action.

Participants in this session will learn:

- The key messages that will get leaders' attention to the necessity of creating an inclusive environment.
- Three actions HR professionals need to take that will prepare them to partner with leaders to build an inclusion strategy.
- The important role of Human Resources in building a culture of inclusion that fosters employee engagement and retention.

**Bob Hulsey** is Principal of Robert Hulsey & Associates working with organizations consulting on Diversity and Inclusion as well as organizational development. He has been in the Corporate and Health Care world in the Inclusion, Community Relations and Employee Assistance / Health Benefits realm. Bob also served as Director of the Northeast Oklahoma Area Health Education Center (AHEC), a local and federally funded program focused on improving access to healthcare in rural and under-served areas of Oklahoma.

Licensed Professional Counselor for 21 years; during that time served as volunteer counselor in a variety of human service agencies in Portland and Tulsa. Bob served in the Peace Corps in South Korea for two years and taught English as a second language in Indonesia for two years. He has a B.A. in Psychology from University of Tulsa; MS in Counseling Psychology from Oregon State University. Bob is very involved in the community volunteering his time and expertise.

Bob lives in Tulsa with his partner of 19 years, Sam Wheeler.



## Annual Employment Law and Practices Seminar

Renaissance Tulsa Hotel and Convention Center  
Thursday, November 6th

Join us this year as we bring you a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important human resources topics, including the following:

- Recent Developments in Labor and Employment Law
- ADA/FMLA Update
- Employee Handbooks and Training
- Hearing from the United States Department of Labor: What You Need to Know
- Stump the Lawyer: What Are Your Burning Employment Law

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[Rod Benham, MBA, PHR](#)  
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Chamber Liaison

[Julie Odom](#)  
Chapter Management  
Professional

Questions?

- and other important and timely topics that every HR practitioner or attorney should know and understand.

Lunch will be served at the seminar and the seminar will provide valuable continuing education credits for Human Resource Professionals and Attorneys.

**\$200 - Registration Fee**

**\$180 - Early Payment Option by October 24**

**\$140 - Per Person for Entities Registering 3 or more by October 24**

[Click here to register.](#)

If you have any questions or need additional information, please contact W. Kirk Turner, Vice President of Legislative and Legal Affairs, at (918) 587-0101 or at [kturner@newtonoconnor.com](mailto:kturner@newtonoconnor.com).



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



## Tulsa Regional Diversity & Inclusion Month

by Denise Reid, Chamber Liaison

There is a lot going on in the region and state around diversity and inclusion. Below is a quick listing of events being held by the Tulsa Regional Chamber. If you are interested in keeping up with all of the activities "like" the [www.facebook.com/divesitymonthtul](http://www.facebook.com/divesitymonthtul) fan page.

### Mosaic Lunch & Learn

October 14, 2014 |11:00am - 12:30pm|

Tulsa Regional Chamber - Saint Francis Health System Conference Room  
Diversity Supplier & Global Markets - YUM! Brands; Taco Bell, KFC & Pizza Hut

Speaker: James Fripp, Sr. Director Global Diversity and Inclusion at YUM! Brands

RSVP via [www.mosaiclunchandlearnOct2014.eventbrite.com](http://www.mosaiclunchandlearnOct2014.eventbrite.com)

### Mosaic Monthly

October 21, 2014 |8:00am - 9:00am|

Dennis R. Neill Equality Center

[www.MosaicTulsa.com](http://www.MosaicTulsa.com)

### HR Forum - Creating a Diverse & Inclusive Workplace Culture

October 24, 2014 |8:30am - 10:00am|

Tulsa Regional Chamber - Spirit AeroSystems Conference Room  
Features area company representatives sharing tips and information about implementing diversity and inclusion work within a corporate culture.

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

### Mosaic Economic Inclusion Forum & Inclusive Culture Awards

November 5, 2014 |8:30am - 10:00am|

OU-Tulsa Founders Hall

RSVP via <https://mosaicinclusionforum2014.eventbrite.com>

If you would like to get involved with Mosaic or another diversity and inclusions efforts please email me at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or check out [www.mosaictulsa.com](http://www.mosaictulsa.com).



## 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](mailto: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](#).



### **Pre-Boarding and Why It Matters**

*By Dixie Agostino, SPHR, Certification Chair & Social Media Chair*

Companies never get a second chance to make a first impression. New employees walk in the door with little knowledge of how best to work with and collaborate with their team, superiors and other departments. With new hires left to guess how best to approach others, mistakes will be made, people will be upset and messages will be misunderstood. By pre-boarding, you have the chance to preempt these pitfalls and make your new people feel welcomed, valued and prepared for what lies ahead.

**What is pre-boarding?** Pre-boarding is setting the stage for the first day of the job by delivering networking connections, company information and setting expectations.

**What are the advantages of pre-boarding?** Pre-boarding can help ensure your new hire feels confident about their decision to accept your position, feels accepted into the company and has a real sense of excitement walking in the door.

#### **How can you use the concept today in your organization?**

- Create a Community. Have staff welcome new hires via LinkedIn, encourage the new hire to update their LinkedIn profile so their own network can congratulate them and have management reach out to let the new person know what to expect on Day One.
- Make Orientation Clear, Personal and Interesting. This can include scheduling the new hire's first few days, making introductions and providing a mentor. This should incorporate clear metrics of success for the employee during their first days, weeks or months.

- Diffuse the Landmines. Don't let the employee learn the hard way. Let them know the quirks, rituals and customs of their departments and teams. Is Sales full of die hard "Game of Thrones" fans while Legal is passionate about OU football? CEO insists that the company name always be spelled in all capital letters? It's the little details that make the difference.

Pre-boarding does not stop on the new hire's first day. Instead this is a first step on the employee's continuing development plan and sets the stage for the process of growth and mentoring. By setting the stage today for the future, your employees can see a future with your company thereby increase your employee retention.

For more information, help or to brag on your company's pre-boarding plan, contact Dixie Agostino at [Dixie@switchgearrecruiting.com](mailto:Dixie@switchgearrecruiting.com) or (918) 574-8750!



Josh Deonier	UPCO	Rosa Tillis	Cherokee Nation Businesses
Catherine deCamp	BrightStar Care of Tulsa	Kathrine Larsen	Houston Interests
Deborah Hensley	RoseRock Healthcare	Jacqueline Henderson	Student
Charity Walters	AFLAC	Heather Bruggman	Student
Amber Bryant	DCP Midstream	Tish Scott	Student



## Calendar of Events

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

**October 23 - Learning Lab - [Engaging Leaders as Champions of Inclusion](#)** presented by Bob Hulsey

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

**November 6 - [TAHRA Employment Law and Practices Seminar](#)**

**November 19 - [Program Meeting - Where to Put Your 2015 Recruiting Dollars: The Top 5 Sources For Finding Your Next Rock Star Employee!](#)** presented by Kristine Sexter

**December 4 - [Courageously Thinking Bigger: What Real Leadership Development Requires](#)** presented by Rob Benson

**Watch your email for our 2014 Member Survey coming soon!**

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

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