

November 2014

Issue 39



**Renewals for 2015 - Now Open!**  
[www.tahra.org](http://www.tahra.org)

# HR ROCK STARS MEET & GREET

Please join us for a fun evening of cocktails,  
hors d'oeuvres and camaraderie

**THURSDAY, NOVEMBER 20, 2014**  
**4 pm - 7 pm**  
**HEY MAMBO**  
 114 North Boston, Tulsa, OK 74103

Register at:  
[www.tahra.org](http://www.tahra.org)

Event FREE  
 to Members  
 Additional  
 Guest \$10 each

**PRIZE  
GIVEAWAYS!**



Chapter 0175

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## November Program Meeting

Wednesday, November 19 | 11:15am - 1:00pm |  
Crowne Plaza Southern Hills



### Where to Put Your 2015 Recruiting Dollars: The Top 5 Sources for Finding Your Next Rock Star Employee!

*Presented by Kristine Sexter*

Exceptionally successful recruiting is both an art and a science...and a battle! Consider that in 1997, at the end of the non-internet era of recruiting, print ads were the leading source of external new hires at 27.8%. Today, print ads are the source of new hires in only 2.3%! With the ever changing technologies and resources available to human resource professionals and recruiters for attracting and acquiring talent, it is vital that we make qualified, informed decisions as to where we place our recruiting dollars.

In this engaging, highly-interactive program, participants will:

- Discover The Top 5 Best Recruiting Websites and Social Media Resources
- Learn How to Recruit While You Sleep: Understand How to Build a Recruiting Strategy that is Dynamic and (Almost) Self-sustaining
- Understand Employee Referral Programs: Best Practices for 'Cloning' Your Top Performers
- See Why Recruiting Needs to Go 'Retro!' Hear About The Top 5 'Old School' Recruiting Approaches That Are Incredibly Powerful!

### Register today!

**Kristine A. Sexter** is an industrial and organizational consultant who has devoted over 23 years to studying success and professional commitment. With an extensive background in recruiting, developing, and retaining top talent, Kristine expertly serves the Human Resources, manufacturing, and healthcare with acclaimed results.

Leaders, managers, educators, and success-oriented people have recognized her measurably effective training and consulting programs and is renowned for her enthusiastic and occasional 'wild' approach to employability and professional growth.

Ms. Sexter is a professional speaker, consultant, and columnist and is the author of six books, including "Rolling Out the Recognition: Employee Retention Strategies for Manufacturers."

Kristine is a member of the esteemed National Speakers Association, is the Past President of the Oklahoma Speakers Association, was twice-honored as the Speaker of the Year, and is an Honors Graduate of The College of New Jersey. While born and educated on the east coast, Kristine considers Tulsa, Oklahoma her home, having lived there since 1986 (but she really misses the pizza and the ocean!)

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



### TAHRA 2014 Board & Committee Chairs

Billie Fisher Callahan, SPHR  
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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.*

**Sponsored by:**



## December Learning Lab

Thursday, December 4 | 2:00pm - 4:00pm |

Location: OSU Tulsa North Hall

## Courageously Thinking Bigger: What Real Leadership Development Requires

*Presented by Rob Benson*

*Learning Unlimited*



### [Sign up to attend!](#)

Can we be honest, just between us? People go through our leadership training programs and, after a short period of time, most of it is forgotten and nothing has really changed. The problem is not "poor training" nor the solution "better training." It is time for HR / talent development professionals to think beyond their traditional titles and activities, to understand leadership development as a system and to courageously lobby for and implement the elements needed for real participant learning and organizational growth. Participants will encounter a holistic model for leadership development and troubleshoot how they implement elements of the model into their organization's approach to leadership development.

At this lab you will:

- Understand leadership development as a system
- Compare their organization's current leadership development efforts with the model to identify strengths and gaps
- Identify strategies to improve their organization's leadership development efforts
- Identify action steps to move their organization forward

As Lead Consultant for Learning Unlimited Corporation (LUC), Rob directly facilitates learning experiences for our clients and supports LUC's stellar team to deliver on the brand promise of long-term behavior change and client success. In his 15+ years as a facilitator, trainer and coach, Rob has delivered customized interventions to a diverse clientele, from C-Level to shop floor, across industry, both nationally and internationally. His clients have included Helmerich & Payne, Magellan Midstream, Georgia-Pacific, St. John Health System, BorgWarner, Dow Chemical, Baxter Health Care, and the W. K. Kellogg Foundation.

Rob has earned the highly respected International Association of Facilitators Certified Professional Facilitator (CPF), a designation achieved after rigorous examination and held by less than 500 facilitators world-wide. He was a charter member of the Society for Advancement of Consulting, an international organization whose members demonstrate the highest professionalism, ethics, and history of successful



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Sponsorship Chair

Denise Reid  
Chamber Liaison

Julie Odom  
Chapter Management  
Professional

interventions. He is a Certified Master Trainer of the Trouble Shooting Logic methodologies and an Inscape Certified DiSC Trainer.

Rob and his "lovely bride" of 25 years, Melissa, have three children, whom they have homeschooled. When he has a free moment, he can be found on a local golf course, occasionally in the fairway or on the green.

**Do your TRAINERS  
STAND OUT in a crowd?**



# TRAINING EXCELLENCE

## Train-the-Trainer (T3) Workshop

December 8-12, 2014



[www.LearningUnlimited.com/Training-Excellence](http://www.LearningUnlimited.com/Training-Excellence)

*This is a paid advertisement.*



### Return on Inclusion Summit

*by Justice Waidner Smith, VP of Diversity*

I am excited to report that the Return on Inclusion Summit 2014 was a huge success! Hundreds of HR professionals, corporate and nonprofit leaders, and community ambassadors spent last Thursday learning from the wisdom of Lenora Billings-Harris, one of SHRM's 100 Global Thought Leaders on Diversity and Inclusion and one of Diversity Woman Magazine's top twenty Influential Diversity Leaders in the U.S. We had people attend the Summit from a multitude of states, including Texas, Ohio, Colorado, New Mexico and Minnesota.

Everyone present shared in the opportunity to learn how to best build an organization-specific business case for D&I, inspire more D&I champions, work to minimize negative micro-messaging and maximize positive micro-messaging, and strengthen the metrics used to measure success, among other topics. It is with deep gratitude that I extend a heartfelt "thank you" to all of the attendees, sponsors, and planning team members for making the event so incredible. I'm already getting excited about the next ROI Summit in 2016! If you would like to volunteer to be a part of TAHRA's diversity and inclusion committee, please email me at [Justice.WaidnerSmith@oneok.com](mailto:Justice.WaidnerSmith@oneok.com) or call me at 918-591-5028.

## Looking for an Opportunity to get in Front of 200 HR Professionals?



Sponsor a Program Meeting! This is the perfect opportunity for you to get your foot in the door with Tulsa area companies. TAHRA program meetings average between 100-150 HR professionals, all in one location.

This high visibility sponsorship opportunity includes:

- Display table in the registration area before, during and after the meeting allowing face-to-face time with the members. Banner, brochures and giveaways are acceptable.
- Three (3) minute organizational presentation before the speaker begins the meeting.
- Company name and logo included in the e-newsletter for the month announcing the program.
- Written company informational packets at each place setting.
- Door prizes are acceptable, but will be presented after collection of business cards, when the educational session is completed (at the end of the meeting).
- Food and beverage for two (2).

***The opportunity to get in front of HR professionals: priceless.  
The cost to sponsor a program meeting: only \$400.***

For more information please contact Kari Dean at 918-401-6156 or kari.d.dean@ehi.com or you can visit our website at <http://www.tahra.org>.



### Renew Your TAHRA Membership Today!

Thank you for being a TAHRA member! Membership renewals for 2015 are now underway and we want you to keep your membership current! All memberships for 2014 expire on 12/31/2014.

Renewing is easy! Visit [www.tahra.org](http://www.tahra.org) and log into your TAHRA account. Click the membership renewal link, update your profile and choose a membership package. You can pay online or print an invoice and mail a check.

If you have any questions, please contact [admin@tahra.org](mailto:admin@tahra.org).



Paige Morie	University of Tulsa	Douglas Benshoof	Certus Solutions, LLC
Merlyn Hamilton	T.D. Williamson	Jamal West	CareATC
Ray Roberson	Employee Solutions	Sundae Smith	CareATC



## Calendar of Events

**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

**November 20 - [HR Rock Stars Meet & Greet](#)** at Hey Mambo

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

**January 21 - Program Meeting - [Are You Writing the HR Story You Want to Tell? Reclaim Your Influence in the Four Stages of Change](#)** presented by Steve Laswell

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

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