

January 2015

Issue 41



Letter from the President

by Michelle Lehman

2014 has been a fantastic year for TAHRA and I am so excited to be sharing 2015 with all of you. It is already shaping up to be a fantastic year with tons of opportunities for HR professionals in Tulsa to further their education and experience in Human Resources, as well as volunteering, networking and fun for our members. This time of resolutions and new beginnings is a wonderful time to both reflect on the successes of the past year and plan the successes of the coming year. I am so proud to be serving my fourth year on the TAHRA Board. A huge THANK YOU to Billie Fisher Callahan who served as Chapter President 2014, her efforts have positioned TAHRA to give both our chapter members and volunteers an even better experience.



Resolve to give some time to your profession and to your career this year by volunteering with TAHRA. We have many opportunities available for committee volunteer roles. Most immediately, we are looking for a Technology Chair to join our Board in 2015. If you are interested or know someone who is, please contact TAHRA at admin@tahra.org. Serving on the Board of Directors is a fantastic way to network, gain leadership experience and to support the HR profession.

Please welcome our 2015 TAHRA Board Members! Our chapter couldn't survive without dedicated leaders who give their time and talent.

President Elect - Heidi Hartman, MHR, SPHR, SHRM-SCP

Past President - Billie Fisher Callahan, SPHR

VP Programs - Nancy Gunter, SPHR

VP Membership - Kristi Spaethe, PHR

VP Leadership Development - Brandon Brazeel, SPHR, SHRM-SCP

VP Legislative Affairs - Rachel Crawford, JD

VP Public Relations - Dixie Agostino, SPHR, CPC

VP Diversity - Justice Waidner Smith, MA

VP Education - Shane Norrid, MBA

Treasurer - Donna Fletcher, PHR, CCP

Board Members At Large

Sarah Phelps, JD, PHR

Nikki Parker

College Relations Chair - Amanda Espino, PHR

Registration Chair - Kerry Hope

HRCI Chair - Christy Ptak, SPHR, SHRM-SCP

Chapter 0175

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Hospitality Chair - Rod Benham, MBA, PHR

Sponsorship Chair - Kari Dean, PHR

Chamber Liaison - Denise Reid

THANK YOU to our outgoing board members for their support, time and leadership!

2015 is also an exciting (and maybe a little confusing) year for HR professionals who are certified or wish to become certified. TAHRA is dedicated to help you understand the new SHRM Certifications and navigate the changes this addition has brought to our profession.

We love to hear from our members, so please reach out to me or any other member of our Board to share your feedback and ideas. This is going to be an incredible year! I can't wait to see how the members of TAHRA will learn, give and grow in 2015.

Sincerely,
Michelle Lehman
2015 TAHRA President

January Program Meeting

Wednesday, January 21 | 11:15am - 1:00pm |

Location: Renaissance Tulsa Hotel and Convention Center



Are You Writing the HR Story You Want to Tell? Reclaim Your Influence in the Four Stages of Change

Presented by Steve Laswell

Next Level Executive Coaching, LLC

How many conversations have you had regarding a talented leader's future, at risk, due to his or her unproductive behavior? You've seen it all. Whether he's a micro-manager, or she's a poor communicator, some behavior must change. How do you encourage change in others and perform as the leader the organization needs? HR Professionals know the business of business is people. Helping employees, departments or organizations change is hard work and requires a framework. Steve brings simplicity to the process.

At this presentation Steve will:

Define leadership development and why it matters

Position change in a positive framework

Describe the four stages of change

[Register today!](#)

Spend five minutes with Steve and you'll discover why he set sales records and went from rookie radio sales rep to general sales manager in 18 months. Steve develops leaders. It oozes from his pores. Since leaving the radio industry in 2007, he's published two books, mentored dozens of executives and developed

Follow TAHRA!



TAHRA 2015

Board & Committee Chairs

Michelle Lehman
President

Heidi Hartman, MHR, SPHR,
SHRM-SCP
President Elect

Billie Fisher Callahan, SPHR
Past President

Nancy Gunter, SPHR
VP Programs

Kristi Spaethe, PHR
VP Membership

Brandon Brazeel, SPHR,
SHRM-SCP
VP Leadership Development

Rachel Crawford, J.D.
VP Legislative Affairs

Dixie Agostino, SPHR, CPC
VP Public Relations

Justice Waidner Smith, MA
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Nikki Parker
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Vacant
Website/Technology Chair

Kerry Hope
Registration Chair

a team-based coaching program that transforms employees into self-managed leaders and teams. Don't be fooled by his innocent-sounding questions. They will open your eyes to a workplace world of greater productivity, fulfillment and joy, without the petty conflicts that have held you back.

Steve Laswell is the founder and president of Next Level Executive Coaching, LLC. He is President of the Association of Talent Development - Tulsa (ASTD), a member of TAHRA, the Institute of Coaching Professional Association, and the International Coaching Federation. Some companies tapping into NLEC coaching: Procter & Gamble, ONEOK, Warren Clinic, WPX Energy, Celebrity Attractions, Atlas Pipeline, Penn Well, A-Best Roofing, Explorer Pipeline, Ammons Scientific Publishing, Eastar Health System, and Baker Hughes.

Sponsored by:



January Learning Lab

Thursday, January 29 |2:00pm - 4:00pm|
OSU Tulsa - North Hall



Understanding and Working with 5 Generations

Presented by Nancy Gunter, SPHR

[Click here to register!](#)

This is the first time in American history that we have had five different generations in the workplace. Generational differences at work can affect everything, including recruiting, building teams, dealing with change, motivating, managing and maintaining and increasing productivity. Each generation has distinct attitudes, behaviors, expectations, habits and motivational buttons.

Join us at our January Lab as Nancy Gunter presents on the 5 generations and what makes each different. This lab will assist HR professionals in establishing strategic relationships with key individuals in the organization and influence organizational decision-making. Nancy will also share what it takes to establish relationships/alliances with other employees or management and what each person, based on their generation, might be looking for in a work type relationship. You will also hear from each generation as they express their beliefs about certain topics and struggles they encounter with different generations. With increased knowledge of the 5 generations, attendees will learn how to motivate and manage individuals based on how different generations listen and communicate, thus minimizing major confrontations and misunderstandings in your organization.

Nancy Gunter has been involved with non-profits, specifically the YMCA, for the past 25+ years. She started in 1984 as a volunteer basketball coach for 2nd

Amanda Espino, PHR
College Relations Chair

Vacant
Workforce Readiness Chair

Rod Benham, MBA, PHR
Hospitality Chair

Christy Ptak, SPHR,
SHRM-SCP
HRCI Chair

Vacant
SHRM Foundation Chair

Kari Dean, PHR
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Denise Reid
Chamber Liaison

Julie Odom
Chapter Management
Professional

and 3rd graders. After graduating from Mississippi University for Women she worked for non-profits in North Carolina, Mississippi, Texas, California, and now Oklahoma. Nancy is the Sr. VP of Leadership for the YMCA of Greater Tulsa and handles HR, Risk Management, and staff development. Her passion lies in staff development and specifically developing young staff into great leaders.



This is a paid advertisement.

OKHR2015 Leverage

THE POWER TO ACCOMPLISH MORE

The 2015 Oklahoma Human Resources State Conference and Expo will be held at the Oklahoma City Cox Convention Center, April 14-17, 2015. The theme for the 2015 State Conference is: Leverage - The Power to Accomplish More.

The conference will feature speakers and sessions all designed to help you take the existing resources available, be it technology, leadership or your network, and use those resources in new, exciting ways to help you accomplish more.

[Click here for more information.](#)

State of the Union: The NLRB's Final Rule Makes Unionizing Easier than Ever

by Rachel Crawford, J.D.

VP - Legislative Affairs



In the March 2014 issue of this newsletter, we brought you the details of the new union election rules proposed by the National Labor Relations Board (NLRB). Those proposed rules are now final: on December 15, 2014, the NLRB published a final rule in the Federal Register that will significantly increase the ease with which employees can unionize.

The final rule, which the five-member board narrowly adopted by a vote of 3-2, will take effect on April 14, 2015. The fractured decision reflects the divisive nature of the rule's changes to the union election process. The two dissenting members described the rule as "the Mount Everest of regulations: Massive in

scale and unforgiving in its effect." The rule enacts procedural shortcuts which are designed to significantly accelerate the timeline from petition to election. The following changes under the rule are particularly concerning for employers:

- Elections are to be held "at the earliest date practicable," rather than within 25-30 days.
- Disputes concerning the eligibility or inclusion of individual employees must be resolved, if at all, after the election.
- Employers-but not petitioners-are required to submit within seven days of the petition a "statement of position" detailing contested issues. Issues not raised are waived.
- Employers are required to disclose employees' personal phone numbers and email addresses.
- The accelerated timeline limits an employer's ability to effectively campaign against unionizing.
- Parties no longer have a guaranteed right to submit post-hearing briefs- contested issues will normally be resolved solely through oral argument.

While the final rule is substantially equivalent to the rules proposed in February 2014, the NLRB revised or omitted several objectionable changes through the notice and comment process. For example, under the initial proposal, a hearing officer would have the authority to deny a party the right to file a post-hearing brief. Under the final rule, that authority rests with the regional director. Moreover, the NLRB had originally proposed a bright-line rule under which employers would be barred from introducing evidence regarding individual eligibility or inclusion issues involving less than 20 percent of the proposed unit. The final rule omitted that standard; nonetheless, the discretion to defer these issues until after the election still lies with the regional director.

It is far from certain that the final rule will actually be implemented in April 2015. The same business groups who challenged the adoption of similar rules in 2011 (which a federal court struck down on procedural grounds) are likely to bring legal challenges to the new rule's substantive provisions. Moreover, the rule is always subject to reversal by Congress, and the incoming chair of the Senate Committee on Health, Education, Labor and Pensions has signaled his disapproval of this so-called "ambush elections" rule.

Nonetheless, employers should carefully prepare for the implementation of the final rule. Employers are best advised, as always, to minimize the risk of a union organizing petition being filed by maintaining positive employee relations. Moreover, rather than wait until a petition is filed, an employer may wish to prepare, well in advance, its position as to appropriate bargaining units and draft templates of communications to employees regarding the employer's position on remaining union free.

For a full description of the changes made under the final rule, read the NLRB's fact sheet available at <http://www.nlr.gov/news-outreach/fact-sheets/nlr-representation-case-procedures-fact-sheet>.

Please stay tuned for future developments and, as always, please do not hesitate to contact Rachel Crawford at 918-587-0101 or rcrawford@newtonoconnor.com if you would like to discuss your efforts to remain union-free.



A Message from Mayor Bartlett

During my second inaugural address, I committed to hosting a series of public safety summits during my next term of office. Our next summit will be held on Feb. 27 at OU-Tulsa and will focus on domestic violence. I am proud to host this summit along with our partners: Domestic Violence Intervention Services, The Family Safety Center,



and the Tulsa Police Department.

Domestic violence is a problem that impacts the City of Tulsa in multiple ways. According to the Violence Policy Center, in 2013 Oklahoma ranked 3rd in the nation in number of women murdered by a male intimate partner. In 2013, TPD reported that 17 percent of homicides were related to domestic violence.

As human resource professionals, you are on the front lines of this issue. You have the opportunity to help people on a daily basis and confront issues before they become a statistic.

We must confront this issue in our community to make our city safer. We are seeking to build a coalition to encourage more people to take action, get into services, and help address the gaps in our system.

I hope that you will be able to join us. If you would like to attend the summit, please contact David Autry of my staff at dautry@cityoftulsa.org or (918) 576-5527.

HRCI and SHRM Certifications

by Christy Ptak, SHRM-SCP and HRCI-SPHR
Certification Chair



NEW this year, The Society for Human Resource Management (SHRM) is offering a professional HR certification program. You may receive either the Certified Professional (CP) or Senior Certified Professional (SCP) accreditation through an examination process. For more information, please visit: www.shrmcertification.com.

If you presently hold the Human Resource Certification Institute (HRCI) credential of PHR or SPHR you may obtain your CP or SCP by using the online "Tutorial Pathway" established by SHRM to assist transitioning certified professionals to the new program. **This will only be available in 2015!**



Do your research and don't miss out on this opportunity. Just go to the SHRM Certification website and click on the tab in the toolbar marked "pathway" for more details.

If you are presently certified through HRCI as either SPHR, PHR or GPHR, you will continue to follow their guidelines for recertification. If you are not already certified, but would like more information on the HRCI certification, please visit: www.hrci.org.

Information on the HRCI - PHR/SPHR preparatory course available through Tulsa Tech and taught by Bill Webb can be viewed [here](#).

Depending on interest from our members for the new SHRM certification, a course may be offered for this exam...more details will be announced at a future date.

Why is Certification important? It demonstrates you have the competencies, knowledge and skills to perform effectively in an ever changing workforce.



**To alphabet soup or not to
alphabet soup...Heidi's Decision**



by Heidi Hartman, President Elect

I've never been a big fan that the more letters you have after your name make you any fancier. About 7 years ago, I achieved a personal goal to become SPHR certified. I passed with the help of Bill Webb's class and decided I never wanted to take that exam again so was diligent about keeping my CPE's up to date. Thank goodness TAHRA and OKHR make it pretty easy to rack up credits. When taking the HRCI, I found I needed to answer the questions as it was taught, and less about my professional experience.

When SHRM announced the new SHRM-CP and SHRM-SCP I was skeptical, but planned to stay in the realm of Switzerland - neutral. I did not want the alphabet soup after my name, but also knew I wanted to see what it was all about. I made the decision to take the SHRM-SCP tutorial after reading about the competency-based model. The questions are behaviorally - scenario based questions that we actually utilize in situations we face as Human Resource professionals. I also wanted to take advantage of the "open" period SHRM had for those of us that already have our PHR / SPHR / PHR-CA / SPHR-CA / GPHR to take the tutorial and have both - and encourage you to do the same while there is no cost for the exam. It takes about an hour of your time.

Right now, that means keeping up with two certifications and the CPE's - and know this is a learning process for TAHRA as well. It will also be an additional expense. I'm lucky in that my boss said she would pay for the two for now, and will keep an eye on how things in the HR profession progress. It is good when you work for yourself - it makes those decisions easier. We are also lucky in that we have Christy Ptak, who will keep us informed of new updates as our TAHRA Certification Chair.

So, in the end I decided to go the alphabet soup route -
Respectfully submitted: Heidi Hartman, SPHR, SHRM-SCP



WHY You Should Make Yearly Goals, Today!

by Dixie Agostino, VP Public Relations

A goal is defined as "the object of a person's ambition or effort; an aim or desired result". Goal setting is one of the most researched, talked about and often underused tools in management and career development. Research has consistently shown that difficult, self-generated goals, structured as S.M.A.R.T. goals (Specific, Measurable, Achievable, Results-focused, and Time-bound) have a more positive and dramatic impact than no goals, easy goals, or "do your best" goals. Yet, the majority of us don't like to do them.

I like to think of Goal Setting Time as a big deal, a really fun time to plan my life and orchestrate the results I want for the coming year. Here are the steps we use at Switchgear:

1. Write out every goal you can think of, no matter how silly or difficult.
2. Assign each goal a realistic deadline.
3. Group goals by deadline (this month, this year, 3 years from now, etc).
4. Break down this month's goals into weekly or daily action items and put them on your calendar. Repeat for your yearly goals.
5. Block out time on your calendar on a monthly or quarterly basis to revisit your goals.

Just like scheduled maintenance on your car or yearly wellness checks-ups,

your life and career also need regular review to ensure its wellness. As easy as it is to slip into the "daily grind", yearly goal setting is an opportunity to dream big, reach for what you want and allow yourself to look up and explore all the possibilities that life has to offer you! When you think about it that way, goal setting flips from a chore into an adventure!

For more information, answers or for help on your personal yearly plan (she really loves that stuff!), contact Dixie Agostino at Dixie@switchgearrecruiting.com or (918) 574-8750.

MEMBERSHIP RENEWAL

Thank you for being a TAHRA member! Keep your membership current by renewing today! All memberships for 2014 expired on 12/31/2014.

Renewing is easy! Visit 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.



Terri Eberhard	Williams
Andrea Rolle	BP Strategies
Darlene Holland	Trinity Industries
Gayla Johnson	DirecTV
Whitney Randell	BS&B Safety Systems
Malinda Silva	American Piping Inspection



Calendar of Events

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

January 22 - [Human Resources PHR/SPHR Certification Exam Prep Class Begins](#)

January 29 - Learning Lab - [Understanding and Working with 5 Generations](#) presented by Nancy Gunter, SPHR

February 5 - TAHRA Volunteer Awards and Networking - Registration open soon!

February 18 - Program Meeting**February 26 - Learning Lab**

We are booking Program Meeting Sponsors for 2015!
Contact Kari Dean at kari.d.dean@ehi.com to reserve your spot today!

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

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