

April 2015

Issue 44



Letter from the President

by Michelle Lehman

Can you believe that the first quarter of 2015 has already passed? Though the cold weather made it seem like spring would never arrive, the daffodils and tulips are in full bloom! Along with the arrival of spring in April comes, National Volunteer Week, April 12-18, 2015. On behalf of the TAHRA Board of Directors, a huge, heartfelt THANK YOU to our many volunteers who operate our organization and make providing education and resources to the Human Resources Community in Tulsa possible.



A million "Thank You's" would not express how much we value and appreciate our volunteers. If you get a minute, thank a TAHRA volunteer or Board Member for donating their time to increase your opportunities and education in the HR field. Or better yet, join our Community Relations Committee and help us enhance the volunteer experience by contacting Nikki Parker at nikiparker@tulsachamber.com. The Community Relations Committee is responsible for the chapter's community outreach efforts. The committee recommends community service projects, increases awareness of community organizations that would benefit the HR profession, provides chapter members with information on outreach opportunities and develops and maintains relationships with local Chamber of Commerce and community groups.

We are so excited for our annual OKHR 2015 Conference coming up April 14th - 17th in OKC, it is going to be a GREAT conference, I look forward to seeing everyone in OKC.

Have a Happy Spring---Michelle

April Program Meeting

Wednesday, April 22 | 11:15am - 1:00pm

Location: Hilton Garden Inn Tulsa Midtown



The Millenials are Coming!

Presented by Darren Ford, SPHR

The Millennials are coming! Actually, they are already here. These amazing workers want to change the world - and they will!

Organizations must change the way they do business if they are going to attract and retain these new workers. Companies must understand the differences among the

four generations currently in the workforce and experienced managers must update their motivational and leadership strategies to get the most from this upcoming employee.

That is the objective of The Millennial Challenge, to help organizations blend these unique workers with the rest of their workforce. Through an interactive discussion, we will explore current thoughts and attitudes toward the Millennial worker, review some research revolving around this generation, and identify some strategies for hiring, managing, developing, and retaining Millennial workers. [Click here](#) for more info on this program.

Attend this meeting and get Darren's book, *The Millennial Challenge* for FREE!

[Register Now!](#)



This program has been approved for 1.0 recertification credit 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

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.



This program is approved for 1 professional development credit for SHRM-CP and SHRM-SCP.

With a driving passion to see people succeed, **Darren Ford** has "reinvented" himself several times throughout his career. After starting in the IT industry as a business development professional, Darren moved to Bulgaria to become headmaster of a small school. After four years, he returned to Texas and started NexGen Leadership, a nonprofit organization dedicated to teaching leadership and life skills to high school students.



Chapter 0175

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Most recently, Darren worked for a large financial organization, first as the Director of Employee Development and later as Vice President of Culture and Engagement. In this role, Darren led the charge to develop a corporate culture that would allow employees to be happy and satisfied while doing their best work.

During engaging keynotes and interactive workshops, Darren presents the concepts and principles that are critical for organizational and personal success. Darren challenges employees to be accountable for their work, motivating them to perform at their greatest ability and "stop trading hours for dollars."



9th Annual Make It Your Business Employee Health and Wellness Conference: A Healthy Tulsa NOW

The Make it Your Business (MIYB) Conference provides employers, businesses and companies with the resources for developing healthy cultures at their organizations. The conference will be held on May 28th, 2015 at Oklahoma State University Tulsa Campus - North Hall Building, BS Roberts Room, 700 North Greenwood, Tulsa OK 74106. There will be a full agenda beginning at 8:30 am with Keynote Speakers and multiple break out sessions.

The Tobacco Free Coalition for Tulsa County and the Tulsa County Wellness Partnership will be hosting the luncheon announcing the Healthy Executive winner of the 2015 Healthy Executive Campaign.

The Healthy Executive program recognizes top Tulsa County executives who support their company's work site wellness program while maintaining their own personal commitment to health. Nominations are open to all senior management (e.g. CEO, CFO, VP).

Visit our website at www.miyb.myevent.com for more details.



This is a paid advertisement.

April Learning Lab

Thursday, April 30 [2:00pm - 4:00pm]
Location: OSU Tulsa North Hall - Room 106



How to Interview: Using Structured Interviewing to Get Your Best People, Culture Fit and ROI

Presented by Dixie Agostino, SPHR, CPC
Switchgear Search & Recruiting

Most hiring decisions are based on information obtained during personal interviews, yet the unstructured personal interview can be one of the most unreliable and invalid methods of selection available. Join us at our April Learning Lab as Dixie Agostino presents on the importance and strengths of a structured interview. You will learn how to compile your interview questions and how to build a rating scale for candidates. Dixie will also discuss the pros and cons of the cultural, skills and performance based interviews, as well as the logistics of the interview. Finally, you will learn how to assess the organization fit of your candidate for the hiring interview. If you conduct job interviews or hire employees, you won't want to miss this lab!

Sign up today!



This program has been approved for 2.0 recertification credit 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.

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This program is approved for 2 professional development credits for SHRM-CP and SHRM-SCP.

Dixie Agostino has spent most of the last decade in recruitment and the sourcing, evaluation & pre-boarding of the top level of talent. She is currently the Chief Talent Officer at Switchgear Search & Recruiting, which specializes in finding amazing candidates for Tulsa's best companies. Switchgear is a Fast 40 "Ones To Watch" company that is passionate about finding the best possible

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talent in the engineering, energy and manufacturing sectors. With offices in Tulsa, Oklahoma City, Houston & Bogota Columbia, Dixie was recognized as one of Oklahoma's Most Admired CEOs by The Journal Record. She has presented on women in business, entrepreneurship, recruiting, company culture and maximizing employees. Dixie is an OSU graduate with her SPHR & CPC certifications. She and her husband Anthony have three whip-smart, sassy daughters and a brilliant teenage son.



Registration ends soon. Don't miss out!

The 2015 Oklahoma Human Resources State Conference and Expo will be held at the Oklahoma City Cox Convention Center, April 14-17, 2015.

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.](#)



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What's (FMLA) Leave Got to Do with it? Changes in the Statutory Definition of "Spouse" under the FMLA

*by Rachel Crawford, J.D.
VP - Legislative Affairs*

Imagine you are the Family and Medical Leave Act ("FMLA") Coordinator for a company that employs more than 50 employees. An eligible male employee applies for leave pursuant to the FMLA to care for his male spouse who has ALS. Do you approve the employee's request for leave?

The answer is YES. That is, as long as the marriage was 1) entered into in a State that recognizes same-sex marriage; or 2) validly entered into outside of the United States and could have been entered into in at least one State.

The United States Department of Labor ("DOL") recently revised the definition of "spouse" under the FMLA to specifically include individuals in same-sex and foreign-celebrated marriages if such marriage is recognized by the State where celebrated or validly entered into outside of the United States if it would have been legal in at least one State.

In addition, the new definition of "spouse" ensures spouses in same-sex and foreign-celebrated marriages, as well as spouses in common law marriages, benefit from FMLA protection irrespective of their place of residence-replacing the place of residence rule for purposes of determining whether the spousal relationship is valid with the place of celebration rule. This means if an employee is married in a State in which same-sex or common law marriage is recognized, then that employee, if eligible, will be free to take FMLA leave even in a State that does not recognize such marriage.

What does this all mean for employers? For Oklahoma employers, the impact of the new rule will likely not be that significant since both common law and same-sex marriage are recognized here. However, the place of celebration rule does place a greater burden on employers than the former place of residence rule since employers now need to be familiar with the laws of other States to ensure compliance with the FMLA.

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Reviews: Your Employees Want The Good, The Bad & The Ugly

By Dixie Agostino, VP - Public Relations



Recently, I read a study by Zenger/Folkman, a leadership development consultancy that was featured in the Harvard Business Review. This study collected data from 2,479 people asking the question "Does Positive Or Negative Feedback Help You Most?" The results? Almost split down the middle.

What we've discovered in interviewing thousands of people that are open to new opportunities is that feedback of ANY kind is a strong draw to retaining people. One of the most frequently heard reasons for considering leaving a company is a lack of feedback from their manager. While very few of us want to give negative feedback, most of us want to hear it. After all, we cannot fix what we do not know. A 2009 Gallup poll found that employees receiving negative feedback were more than 20 times likely to be engaged than those who received no feedback at all.

And what form of feedback is even more valuable? Constructive criticism, when defined as suggestions for improvement, explorations of new and better ways to do things or pointing out something that was done in a less than optimal way, was preferred almost 3 to 1. Employees consider corrective feedback even more valuable than praise. Presented in a constructive way, corrective feedback can better develop employees' performance.

Either way, positive or negative, feedback makes a huge impact. As opposed to receiving no feedback at all, employees who received negative feedback were 20+ times more likely to be engaged and employees receiving positive feedback were 30+ more likely to be engaged per a 2009 Gallup poll.

The success of both you and your employees will be directly influenced by the amount of tough conversations you have. Give your staff the gift of regular feedback and they will both respect and appreciate you for it (not everyone, but most!).

Read the blog here:
<https://hbr.org/2014/01/your-employees-want-the-negative-feedback-you-hate-to-give/>



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April 14-17 - OKHR State Conference and Expo

April 22 - Program Meeting - The Millennials are Coming!

April 30 - Learning Lab - How to Interview: Using Structured Interviewing to Get Your Best People, Culture Fit and ROI

May 20 - Program Meeting - Employee Engagement and Why it Matters

May 28 - Learning Lab - TBA

[Click here to view our full calendar.](#)

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