

August 2015

Issue 46



Letter from the President

by *Michelle Lehman*

I LOVE that fall is almost here...cooler nights and football season! It's funny but I've always looked at back to school more of the, "New Year" than New Years Day. Maybe it's the change in weather, or the kids starting a new year at school, fall is the start of something new and fresh. With that being said, maybe you have a new opening in your HR department or you might be looking for a change. If so, please check out our website for the latest job postings and add your HR openings to find the best candidates. Job listings are free to members and their employer on record. http://www.tahra.org/career-center_id92.html



Hank Jackson, President and CEO of SHRM, said in his opening address at the SHRM annual conference this year - that we, as HR Professionals need to be business leaders who just happen to be experts in HR. This statement has really resonated with me and made me think differently about how I approach my own professional development. I've realized that to be an effective HR Professional, I need to be able to speak and convey my ideas and recommendations in the language of business. I'm sure you've also realized it's not likely we are going to persuade or inspire our executive management teams to fully understand and speak the language of HR. After all, HR professionals exist in order to translate, to all levels of the organization, regulations, policies, and performance management programs (and so much more!) into understandable, valuable, and actionable initiatives. Our work and influence touches every part of the business and every person in the organization.

We have some amazing events scheduled for the remainder of 2015! Don't forget to register for our 2015 TAHRA Networking and SHRM Foundation Silent Auction event on Thursday, September 10th from 4:00-7:00pm. We've got a fantastic venue at the Hard Rock Casino Sky Room, so join us for food, drinks, and fantastic networking opportunities. We hope to see you and your entire HR department there!

Every new school year and calendar year promises the opportunity to recognize where we need improvement in our lives and ourselves...and the shiny new optimism to resolve that we will make those improvements and be better!

Happy New Year to you in the fall---Michelle

August Program Meeting and Manager and Supervisor Workshop

Wednesday, August 19

Lunch and Program |11:15am - 1:00pm| Manager and Supervisor Workshop |1:30pm - 3:30pm|

Location: Renaissance Tulsa Hotel & Convention Center

Chapter 0175

IN THIS ISSUE:

President Letter

Program Meeting/Supervisor Workshop

Learning Lab

SHRM Foundation Silent Auction

Certification Updates

2015 Disability Employment Law Conference

Fall in Love Before Day 1

Talent Attraction and Retention

TAHRA Board & Chairs



Follow TAHRA!

The registration fee for the Manager and Supervisor Workshop is **\$60 per person** in addition to the Program fee, if attending (**\$20 TAHRA Members, \$30 Guests**). Register 6 or more individuals from one entity and receive the discounted rate of \$50 per person for the Workshop. Registration for each event (program and workshop) is separate. To register group or questions, please contact admin@tahra.org.



Recent Developments in Labor and Employment Law

Presented by Kirk Turner
Newton, O'Connor, Turner & Ketchum

Kirk Turner, a regional leader in labor law and employment practices training and one of TAHRA's favorite speakers each year, will provide an update on recent developments in state and federal labor and employment law. Kirk will address key court and regulatory decisions that impact the workplace and will highlight steps that can and should be taken by HR professionals to minimize the risk of liability and employment litigation. He will also provide practical advice on legal compliance and necessary training for your organization. You will not want to miss this fast-paced, interactive presentation.

[Register for Program](#)

Manager and Supervisor Workshop

Bring your Supervisors and Managers to our Annual Workshop! Immediately following our August Program, Kirk Turner, will conduct a two-hour training session for your managers and supervisors. Kirk will provide education and training in the critical areas of harassment and discrimination prevention, wage and hour compliance, how to properly communicate expectations and document performance in the workplace, and the importance of conducting clear and accurate performance evaluations. This training not only will better educate your supervisors on the inherent risks and traps of managing employees, but also will provide important evidence of your employer's commitment to a workplace free from discrimination, harassment and other unlawful conduct.

[Register for Workshop](#)



The program has been approved for **1** recertification credit hour and the workshop has been approved for **2** 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.



The program is approved for 1 professional development credit and workshop is approved for 2 professional development credits for SHRM-CP and SHRM-SCP.



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
VP Diversity

Shane Norrid, MBA
VP Education

Donna Fletcher, PHR, CCP
Treasurer

Sarah Phelps, J.D., PHR
Fundraising Chair

Nikki Parker
Community Relations Chair

Matthew Pockrus
Website/Technology Chair

Kerry Hope
Registration Chair

Amanda Espino, PHR
College Relations Chair

Sponsored by:

O.C. TANNER
appreciate.

August Learning Lab

Thursday, August 27 | 2:00pm - 4:00pm |
 Location: OSU Tulsa North Hall

Save More Tomorrow (SMT) Overview

Presented by Svetlana Gherzi, Ph.D.
Vice President, Behavioral Economist



Half of Americans do not have access to a retirement saving plan. Of those who do, about a third fail to join. And those who do join tend to save too little and often make unwise investment decisions. In short, the 401k world is in crisis, and employees need help. This talk, based on the ground-breaking book of the same name, provides that help by focusing on the behavioral challenges that led to this crisis - inertia, loss aversion, limited self-control and myopia - and transforms them into behavioral solutions or tools to help people save, save more and save smarter. A prime example of behavioral finance in action!

Key Lab Takeaways

- 20 Best Behavioral Practices
 - SAVE: Increase Participation Rates (6 Actions)
 - SAVE MORE: Increase Deferral Rates (6 Actions)
 - SAVE SMARTER: Invest Wisely (8 Actions)
- Recap of Behavioral Challenges and Best Behavioral Practices

[Register now!](#)

Ms. Gherzi is a behavioral economist and a vice president with Allianz Global Investors, which she joined in 2014. Working with the Allianz Global Investors Center for Behavioral Finance, she provides specialist knowledge in behavioral finance, and is responsible for transforming academic research into actionable ideas and practical tools that financial advisors and plan sponsors can use to help people make better financial decisions. Ms. Gherzi has nine years of investment-industry experience.

She has a B.A. in economics from Boston University, a master's degree in international business and economics from City University, London, and a Ph.D. in behavioral science from The University of Warwick, United Kingdom.

Vacant
 Workforce Readiness Chair

Alyse Galarza
 Hospitality Chair

Christy Ptak, SPHR,
 SHRM-SCP
 Certification Chair

Jackie Evins, PHR
 SHRM Foundation Chair

Kari Dean, PHR
 Sponsorship Chair

Denise Reid
 Chamber Liaison

Julie Odom
 Chapter Management
 Professional

2015 Oklahoma City Area
STRATEGIC HR
 conference Stillwater, OK | September 3, 2015

Special rates for members of:
 Stillwater Area Human Resource Association
 Tulsa Area Human Resource Association, and
 Oklahoma City Human Resource Association

SHRM
 2015-2016
**PREFERRED
 PROVIDER**

PRE-APPROVED FOR 7 STRATEGIC-BUSINESS
 RECERTIFICATION CREDITS

Traditional ideas about leadership and talent management are becoming less and less effective at driving success in the modern workplace. Organizations are changing at an incredibly rapid pace and in order to lead change we must change how we lead.

This program will present new and progressive methods in which you can assist your management team to become true coaches. We will discuss innovative techniques to drive high levels of engagement and accountability in your organization. All of which will lend to an improved work culture and increased business results.

Performing due diligence and developing a ROI is long-standing business best practice, however, rarely considered as a function of HR. However, if you review most organizational budgets, wages and benefits are usually the largest line items. In our current recovering economy, it is imperative for HR to implement strategies that are proven to drive bottom-line business results.

In order for HR to become a true strategic partner we need to play an active role in leading the leaders and coaching the coaches in our organizations. At this conference you will explore...

- the evolving role of Strategic HR in the modern workplace.
- new methodologies that quantify the impact of HR by analyzing the return on your organization's human capital investments.
- further developing a company culture that fosters high levels of employee engagement and personal accountability.
- progressive performance management tools and leadership development techniques that translate directly to organizational growth, efficiency, improved quality and customer service.

For event details please visit
www.ideation-consulting.com

FEATURING:
 Nationally Recognized
 Speaker, Management
 Consultant, Author and
 Strategic HR Expert

**Sara
 Christiansen**

Non-members
 \$289/person

SHRM Chapter Members:
 \$239/person

IDEATION
 CONSULTING
www.ideation-consulting.com




This is a paid advertisement.
[Click here to view .pdf flyer](#)

Silent Auction
 SHRM Foundation
 Fundraiser

Light up the night with **TAHRA**



Silent Auction to Benefit SHRM Foundation

Mark your calendar and make plans to attend the Tulsa Area Human Resources Association Silent Auction! The silent auction will be held on September 10, 2015 at the Hard Rock Hotel & Casino from 4pm-7pm during the "Light up the Night with TAHRA" event. The event will be held in the Sky Room 18th Floor 777 W. Cherokee Catoosa, OK.

Proceeds from the silent auction will benefit the SHRM Foundation, a nonprofit affiliate of the Society for Human Resource Management. The SHRM Foundation supports academic research, scholarships, and educational materials that advance the HR profession.

Along with the Silent Auction we would also like to invite vendors to have a booth space to display your company and get a unique opportunity to gain exposure with your key customer audiences. Spaces are limited and will be filled on a first come first serve basis (for more information contact Alyse). Please respond no later than August 27, 2015 if you are interested in a booth space.

Thank you for your consideration of this request.

If you have questions or would like to arrange a donation, please contact:
 Alyse (Galarza) McDaniel at alyse@directconnect-us.com or 918-699-0635
 Kristi Spaethe at Kristi.Spaethe@cytec.com or 918-630-0769
 Jackie Evins at jevins@arrowengine.com or 918-699-2253

Not everyone wants to be a manager...



...but that doesn't mean they're not a LEADER.



This is a paid advertisement.



TWICE AS NICE!

*By Christy Ptak, SPHR, SHRM-SCP
 Certification Chair*

You now have two options to achieve Certification as a Human Resources Professional:

NEW! SHRM, SCP or CP

The Society for Human Resource Management (SHRM) now has a Certification program available at two levels: CP = Certified Professional or SCP = Senior

Certified Professional. IF you are presently certified through the Human Resource Certification Institute (HRCI) you are eligible to use the SHRM "Pathway" to achieve their new certification for **FREE** using your present credentials, if done prior to end of 2015. For more information on the Pathway visit <http://www.shrm.org/certification/pathway/pages/default.aspx>.

IF you have already taken the Pathway and received the new SHRM Certification, SHRM will be issuing "digital badges" soon, allowing recipients to post their digital badge on social media sites such as LinkedIn and in e-mail and digital resumes.

If you are not presently certified and/or elect not to use the Pathway and would like to pursue the New Professional Certification offered by SHRM, please visit the SHRM website for information - go www.shrm.org and then click "Education and Certification" Box in the toolbar. There will be two educational opportunities using the SHRM Learning System to help prepare you for the exam:

1. TAHRA will be organizing a professional Study Group for this Fall - If you are interested in participating, please email your interest and your contact information to Christy.Ptak@SageNet.com and more details will be forthcoming. This Study Group will likely meet weekly for 12 weeks to help you prepare.
2. Tulsa Community College plans to offer a condensed 3 day program sometime in October - as soon as we have the details we will provide to you.

The cost of the above options differ significantly - we will send out an email blast with more details to all TAHRA Members with more details mid-August.

HRCI - SPHR, PHR, GPHR

Bill Webb, MA, SPHR, SHRM-SCP will be teaching an exam preparation course for the HRCI Certification Track(s) at Tulsa Technology Center - Lemley Campus. It is a 14 week course and more information can be found at www.TulsaTech.edu or by contact Bill Webb through our Membership directory.

Please don't hesitate to reach out to Christy with any questions you might have about either Certification program. Also, If you are a Certified professional and would be interested in helping facilitate a study group, please let Christy know.



 **ATTORNEY GENERAL SCOTT PRUITT**
presents the
2015 DISABILITY EMPLOYMENT LAW CONFERENCE:
FROM DISABLED TO ENABLED
OCTOBER 20, 2015 | OKC METRO TECH | STREAMING LIVE

A charitable event benefitting Oklahomans with disabilities and Oklahoma employers by offering practical strategies for successfully employing people with disabilities in compliance with disability employment laws.

**2015 Keith Boyd Awards will be presented at this event.
Nominations must be submitted by Friday, August 7th!
[Click here for a nomination form.](#)**

Have Them Fall in Love Before Day 1!

By Dixie Agostino, SPHR, CPC
VP - Public Relations



You've opened the position, screened some terrific talent and your hiring team finally has the right person for the job. This candidate has been presented an offer, and accepted it. Mission Accomplished, right? Maybe, but the work is not yet done. Your perfect future employee may know they are joining your company, but the big, wide world does not. Even if that person has removed their resumes from job boards, there are still other recruiters and previous applications that could come back to haunt you. I spoke to a company much distraught after the candidate they had spent four months sourcing, pursuing, recruiting and negotiating with called the week before they were set to start to rescind his offer acceptance. That high-level manager had received a call from a former boss on Friday, interviewed on Saturday and had signed his new, competing offer on Monday. Top level talent moves fast.

Ever heard of "buyer's remorse"? Candidates feel it too, as they plan to give notice and suddenly the old office of their present employer starts to look pretty homey. Rather than allow your next rock-star employee to drift back into nostalgia about the good old days at their current company and doubt their decision to move, there are ways to help them look towards the shiny future you will build together!

Remember, the longer the time period between offer acceptance and start date, the more room for error. Hiring managers need to continue the personal connection established in the interview process and stay in touch. Texts, calls, emails, candy grams, whatever, your future employees should hear from their new manager-to-be at least every week before they start.

HR can contribute to the conversation as well, reaching out to begin the on-boarding process in advance, answer benefits questions and give new employees a picture of what they can expect on their first day at your company. This provides the candidate with the security of knowing what to expect and the image of a company and HR team that acts as a solidly functioning unit.



Talent Attraction and Retention

By Denise Reid
Chamber Liaison

Mosaic's Inclusive Culture Survey Closes August 10th

Take our 2015 survey to help us identify our current business state around our area companies creating diverse and inclusive cultures. The survey only takes 5-10 minutes to complete. We do not share company information. Completing the survey is an education in diversity and inclusion best practices. We will recognize our top inclusive cultures at Mosaic Economic Inclusion Forum October 29, 2015.

Link to Mosaic 2015 Inclusive Culture Survey - <http://bit.ly/1Bx38td>

Talent Strategies Symposium - August 27, 2015

Join us for presentation by Steven Higgins with Williams on their Fortune World's Most Admired Companies #1 in Energy for U.S. recognition. Steve will review the process for the applying and the strategy they utilized for branding and marketing from a talent attraction and retention perspective. The Chamber will also be unveiling a new employer resource at the event.

August 27, 2015

8:30a.m. to 10:00a.m.
 TCC Center for Creativity
 RSVP to Joanna Jeffries at joannajeffries@tulsachamber.com

If you would like additional information about talent attraction and retention resources or these events, please contact Denise Reid at denisereid@tulsachamber.com or call (918) 560-0255.



Elizabeth Miranda	Tulsa Educare, Inc	Lisa Kaltenbach	Hilti Inc
Gerald Garrison	Met Life	Suzanne Brodner	Dayco
Chris Kyger	Parkside Inc	Amy Andoe	Waldens Machine
Michelle Wallace	Freudenrich & Associates Inc	Lauren McClafin	ONEGas
Kelli McCloud-Schingen	KMS Intercultural Consulting	Monica Thompson	Navico
Miranda Walker	Magellan Midstream Partners, LP	Sandra Dodson Ellis	Passport Health Oklahoma
Ashley Robbins	SpringPoint Technologies	Katelyn Cumston	Swagelok Oklahoma Fluid Solutions
John Burke	CS3 Technology	Jay Loegering	Union Public Schools
Jill Turney	Summit ESP	Jeffrey Kellett	ONEOK
Tiffany Dixon	Walgreens	Glenda Madison	Worthington Industries
Gayle Hoover	Hogan Taylor LLP	Christina Karl	
James Collinsworth	St. John Health System	Jeremiah Smith	Alorica



August 19 - Program Meeting - Recent Developments in Labor and Employment Law
August 19 - Manager and Supervisor Workshop
August 27 - Learning Lab - Save More Tomorrow (SMT) Overview
September 10 - SHRM Foundation Silent Auction and TAHRA Networking
September 16 - Program Meeting - TBA
September 24 - Learning Lab - TBA

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

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™](#) | [About our service provider.](#)



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