



# Newsletter

**Issue 52**

**February 2016**

## In This Issue

[Program Meeting](#)

[Learning Lab](#)

[HR Certification](#)

[Refer a New Member](#)

[Quality of Hire](#)

[Chamber Updates](#)

**Dear Julie,**

Thank you to all of you who have renewed your membership, and welcome new THARA members. Our intent is to serve the Human Resources Professional, advance the HR profession and most of all bring value to our members.



January kicked the year off with a great start and your board and the committees are hard at work lining up great program meetings and learning labs for 2016. On February 17, Greg Peck with Aon Hewitt will be facilitating our program meeting with "An Analytics Lifestyle - Building HR's Way of Life Around Data" and on February 25 we will have our learning lab with details to come.

Our board met in January for Strategic Planning and outlined some goals for THARA this year. They include; enhancing our community partnerships with non-profits, going for the gold as a chapter from SHRM, building a strong pipeline of TAHRA membership and involvement, as well as board succession planning. We have opportunities for involvement on our TAHRA board committees, please click [here](#) to see what is available.



We will be sending out a member survey soon to all members to get your feedback on what we can do to improve, topics you would like to hear more about and what we should continue doing to make sure we meet your needs. Also, please feel free to contact TAHRA at [admin@tahra.org](mailto:admin@tahra.org) for any questions, comments or suggestions for TAHRA.



Kind regards, *Heidi*

Heidi Hartman, SPHR, SHRM-SCP  
TAHRA President



## February Program Meeting

**Wednesday, February 17**  
**11:15am - 1:00pm**  
**Tulsa Country Club**



**An Analytics Lifestyle -  
Building HR's Way of Life Around Data**  
**Presented by Greg Peck**  
**Aon Hewitt**

In an increasingly challenging battle for talent, analytics is



## TAHRA 2016 Board & Committee Chairs

Heidi Hartman, SPHR,  
SHRM-SCP  
**President**

Nancy Gunter, SPHR,  
SHRM-SCP  
**President Elect**

Michelle Lehman  
**Past President**

Jeffrey Beyer  
**VP Programs**

Kristi Spaethe, PHR,  
SHRM-CP  
**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**

Charla Isbell, SPHR,  
SHRM-SCP  
**VP Education**

Donna Fletcher, PHR, CCP,  
SHRM-CP  
**Treasurer**

the best opportunity to identify critical business needs to provide better decision making. Additionally, the finance, sales, marketing, and supply chain areas have increasingly relied on data and analytics to enhance their effectiveness and drive robust decisions. Despite the vast advancement in tools, technologies, behavioral sciences, and statistics, HR is the last function to truly use data for critical decisions impacting their organization. Our perspective is that driving value through human capital analytics will be a strategic imperative over the next few years, so our goal is to discuss principles associated with big data and strategic application.

**Greg Peck** has over twenty five years of consulting experience in the areas of HR strategy, leadership, compensation, and talent management (e.g., performance management, career development, employee engagement, succession/workforce planning, competencies, culture, diversity and inclusion). His primary area of focus has been large employer groups. Greg has worked with a variety of organizations with an emphasis in retail and transportation and logistics.

[Click here to register.](#)

*Sponsored by:*  
**Workday**



**February Learning Lab**  
**Thursday, February 25**  
**2:00pm - 4:00pm**  
**OSU Tulsa North Hall**

**Topic and description of this lab will be announced on our website soon!**

## Human Resource Certifications

Congratulations to any of you who elected to take the SHRM Pathway to obtain your Professional Certification of either SHRM-CP, or SHRM-SCP in 2015.

IF you did not have the opportunity to take the Pathway and/or you would like to achieve SHRM Certification in 2016 there are a few ways to do so:

1. Sign up for the Pre-Conference workshop in conjunction with the Oklahoma Annual State Conference: [www.okhrconference.com](http://www.okhrconference.com). Click on the Sessions Tab and then on the Pre-Conference Tab for details.



Jackie Evins, PHR,  
SHRM-CP  
**Board Member at  
Large-Fundraising**

Barbara Ware  
**Board Member at  
Large-  
Community Relations**

Matthew Pockrus  
**Board Member at  
Large-  
Website/Technology**

Kerry Hope  
**Registration Chair**

Lewana Harris  
**College Relations Chair**

Jill Norman  
**Workforce Readiness  
Chair**

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**SHRM Foundation Chair**

Kari Dean, PHR, SHRM-CP  
**Sponsorship Chair**

Denise Reid  
**Chamber Liaison**

Julie Odom  
**Chapter Management  
Professional**

## Quick Links

[Our Website](#)  
[TAHRA Calendar](#)  
[SHRM Website](#)  
[HRCI Website](#)  
[OKHR Website](#)

**:: 918-344-4622**

2. Seek out a SHRM Education Partner in Oklahoma and take a preparatory course led by a classroom instructor - Listed below - (Note: Great Plains offers an on-line course):

**East Central University - Ada**  
Dr. Tom Zeni - (580)559-5194  
tzeni@ecok.edu

**Great Plains Technology Center**  
Jennifer Tuttle - (580)351-6751  
jtuttle@greatplains.edu

**Oklahoma State University - Oklahoma City**  
Heather Kay - (405)945-3234  
hkay@osuokc.edu

**Tulsa Community College - Tulsa**  
Sheila Moore - (918)595-7946  
sheila.moore@tulsacc.edu

For more information go to: [www.shrm.org/certification](http://www.shrm.org/certification)

The Spring Exam Window is May 1-July 15th and applications are now being accepted!

## New Membership Referral Program by Kristi Spaethe, PHR, SHRM-CP, VP of Membership



Greetings TAHRA Members! We have an exciting new program for 2016 that we will be starting in February. For any new member that you refer to TAHRA, you will be entered into a drawing at the end of each month for a \$50 gift card. To be eligible for entry into the drawing, the person you refer must be new to TAHRA and a current member at the end of the month. Please make sure that anyone you refer completes the referral section on the TAHRA website when they sign up by entering your name in the appropriate field.

This is a great opportunity to continue to get the word out that TAHRA is a great resource and benefit for HR Professionals in the Tulsa area.

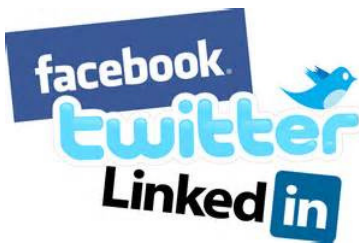
## Quality of Hire = Formula for Success by Dixie Agostino, VP of Public Relations



According to LinkedIn's Global Recruiting Trends 2016, of the nearly 4,000 corporate talent acquisition managers surveyed, 39% agreed that quality of hire is the most valuable metric for performance. Yet most of us don't know where to start is measuring quality of hire. Days to fill and cost per hire are efficiency metrics but don't reveal the impact of hiring decisions on a company's goals. So where do we start?

Common quality-of-hire metrics include turnover rates, job

Check us out on:



performance, employee engagement and cultural fit measured by 360 ratings. The standard formula is:

Quality of Hire (%) = [Average job performance rating of new hires (score out of 100) + % of new hires reaching acceptable productivity with acceptable time frame (score out of 100) + % of new hires retained after one year (score out of 100)] / Number of Factors Considered

**Example:**

Job Performance = Average 3.5 on a 5.0 scale = 70%

New Hire Productivity = Of 100 hires made one year ago, 75 are meeting acceptable productivity levels = 75%

New Hire Retention = 20% turnover = 80%

N = 3

Quality of Hire = (70 + 75 + 80) / 3 = 75%

Once you have your baseline, then you can measure yearly or quarterly to compare results. After all, first you have to know where you are, and then you can plan the route to your destination.

## OKHR State Conference & Exposition

Sign up today for the 2016 Oklahoma Human Resources State Conference and Expo on April 26-28, 2016. OKHR2016 is the best opportunity to network with and learn from other HR professionals.

Our 2016 conference theme is "Ignite Your HR Passion," and we have a fantastic lineup of speakers and sessions designed to help you reach that goal. Whether you are a HR professional, a speaker, or an exhibitor, plan to join us in April for a great time of learning, networking, and fun!



[Click here to register!](#)

## You Aren't Alone...

*by Denise Reid, Chamber Liaison*

I know we are all incredibly busy and literally do not have enough time in the day to manage all the work, requests, reports, etc. that are due. This seems to be a common theme across all industries and jobs but HR is especially lean but there are resources in our region to help with your workforce needs. Services listed below are all **NO COST**.



1. **Downsizing or Layoffs** - There are no cost resources that you can utilize to provide assistance and services to your affected workers. We have a regional workforce collaborative (OESC, Workforce Tulsa, Tulsa Regional Chamber & more) that offers

assistance. Assistance can be held confidential. We offer electronic documents to provide to employees if you prefer to handle on your own but want to provide resources. Contact Charley Farley with OESC at (918)682-3364 or [Charley.Farley@oesc.state.ok.us](mailto:Charley.Farley@oesc.state.ok.us) or you can contact Denise Reid with the Tulsa Regional Chamber at (918)560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).

2. **Tulsa Area Employer Council** - Holds monthly meetings that are no cost on hot topics decided by a volunteer employer group. These events are held at Tulsa Country Club the second Tuesday of the month. Link to info - <http://www.workforcetulsa.com/events/employers/tulsa-area-employer-council/> or call (918)796-1200.
3. **Recruiting Assistance** - Workforce Tulsa's Business Services team can offer assistance as well as OESC's Talent Acquisition Team, call (918) 796-1200. You can also post openings via the Choose Tulsa Jobs fan page and we will like and share with our 2,000+ fans - [www.facebook.com/choosetulsajobs](http://www.facebook.com/choosetulsajobs)
4. **Diversity Networking & Information** - Mosaic is the Tulsa Regional Chamber's diversity business council. Mosaic's mission is to lead, educate and influence businesses on creating diverse and inclusive workforce cultures to enhance their competitive advantage. Mosaic's programming includes monthly meetings, lunch and learns, networking events and more and there is no cost to attend. Learn more at [www.MosaicTulsa.com](http://www.MosaicTulsa.com).
5. **Business Expansion & Retention** - The Tulsa Regional Chamber's economic development staff is ready, willing and able to offer assistance with your expansion and retention needs. Our staff can visit with your HR and/or operations team to identify resources available for your business today. Contact Kian Kamas, vice president, economic development, at 918.560.0240 or email [kiankamas@tulsachamber.com](mailto:kiankamas@tulsachamber.com).

If you have questions about services outlined above or would like to discuss more specific information, please feel free to contact me to discuss. I can be reached via my office (918)560-0255 or email at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).

## Welcome to our newest members!

<b>Terry Adams</b>	<b>BlackHawk Industrial</b>	<b>Kerina Montilla</b>	
<b>Raquel Alhaqab</b>	<b>OK Diversified Staffing</b>	<b>Jeri Phillips</b>	<b>CAP Tulsa</b>
<b>Sherman Clipp</b>	<b>Tulsa Cancer Institute</b>	<b>Stacy Pursell</b>	<b>The Pursell Group LLC</b>
<b>Dale Davis</b>	<b>NESC</b>	<b>Christina Richey</b>	<b>Hillcrest Medical Center</b>
<b>R Evan Davis</b>	<b>OK State University</b>	<b>Daisha Robins</b>	<b>ONEOK Inc</b>
<b>Benjamin Dygert</b>		<b>Leanne Robison</b>	<b>Airflo Cooling Technologies</b>
<b>Ali Ferguson</b>	<b>Williams</b>	<b>Kelsey Ward</b>	<b>Enovation Controls</b>
<b>Reni Guedes</b>	<b>ONE Gas</b>	<b>Lana Williams</b>	<b>HireRight, LLC</b>
<b>Karen Heckenkemper</b>	<b>ProRecruiters</b>	<b>Leann Wilson</b>	<b>Central Plains Cement</b>
<b>Lindsey McVey</b>	<b>Enovation Controls</b>	<b>Richard Wyatt</b>	<b>Goodwill Industries of Tulsa</b>



Try it FREE today.