



# Newsletter

Issue 57

September 2016

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## Greetings!



Hello TAHRA members and friends, this month marks the kick-off of the Hartman - Mathewson remodel of our 1957 abode and we are not off to a good start. The HVAC folks did some repair work, and what started with the repair of a few ducts, will end up being a full furnace and duct replacement. That in turn will put a cramp in the kitchen budget. I have a feeling this won't be the last of the surprises either but I do know we will learn a lot - and it will be an adventure.



Speaking of that, both this month and next will be full of opportunities to connect and learn. September 21st will be our Program Meeting breakfast with Kristine Sexter focusing on recruiting at the DoubleTree on 51st and Yale, and our Learning Lab will be with Kris Reynolds on the 29th at OSU Tulsa. Also on the 29th, we will be hosting our fall networking event. Our Membership committee has been hard at work and there might be a surprise or two. I think you will enjoy the venue as well as the company.



Registration has opened for our ROI summit that is scheduled for October 12th with Vernā Meyers. She is an amazing change agent in the Diversity and Inclusion realm - please check out her [TED](#) Talk. We will have workshops prior to our lunch keynote and I promise this is an event not to be missed! With the community partnerships, we expect this event to sell out so we encourage you to register now.



We would like to show our gratitude for the success of the Junior Achievement and TAHRA partnership where we had great volunteers and a lot of fun partnering with Union High School students to help them prepare for the working world. A big thanks to Charla Isbell, Nekesha Penny, Brad Helton, Kristi Spaethe, Matthew Pockrus, Jill Norman, Stefan Mecke and Natahlie Miner!

Don't hesitate to let us know any suggestions or recommendations you may have on how TAHRA can better serve our members.

Looking forward to seeing you all soon - Heidi

Heidi Hartman, SPHR, SHRM-SCP  
TAHRA President



### **TAHRA 2016 Board & Committee Chairs**

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**VP Public Relations**

Justice Waidner Smith, MA  
**VP Diversity**

Charla Isbell, SPHR, SHRM-SCP

## **BREAKFAST**

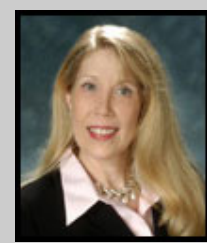
### **September Program Meeting**

Wednesday, September 21

Breakfast - 7:30am

Program - 8:15am

DoubleTree by Hilton Hotel at Warren  
Place



### **Recruiting Modern Entry Level, Hourly Workers: A Step by Step Guide and Checklist**

**Presented by Kristine Sexter**

In September, we will have a breakfast program meeting instead of our usual lunch meeting. Join us as Kristine Sexter presents a content-rich, high-energy workshop designed to provide HR professionals, recruiters, and hiring managers with specific recruitment and retention strategies to proactively ensure a steady stream of willing and positive applicants to fill hourly/non-exempt positions. At this program, Kristine will share the profile of the modern entry level, non-exempt worker. You will also receive the checklist for specific recruiting strategies to attract entry level workers and she will discuss why social media may not be the most effective approach for finding top entry level workers.

[Click here to register.](#)

Sponsored by:



### **September Learning Lab**

Thursday, September 29

2:00pm - 4:00pm

OSU Tulsa North Hall



### **Strategic Thinking for Today's Leaders**

**Presented by Kris Reynolds  
The Persimmon Group**

Innovation: Everybody says you must have it to succeed, but where do you find the time?

Unfortunately, many leaders get so bogged down in day-to-day tactics, that they over focus on implementing conventional solutions to conventional problems. Innovative problem solving takes a backseat to daily fire fighting.

In this presentation, Kris Reynolds will help you step back from the trees to see the forest. He'll help you understand your ruts or "Circle of Habits" and discuss how to break free and unleash the strategic thinker within. Audience members will leave the

## VP Education

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SHRM-CP

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## Quick Links

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

:: 918-344-4622

Check us out on:

presentation understanding a new approach to strategic thinking in both their personal and professional lives.

This session is designed to help participants change their focus from day-to-day issue management to a long-term, strategic perspective. The session involves the use of case studies and real-world examples that encourage non-linear thinking and help participants "look around the corner." Furthermore, participants will not only have a chance to implement the strategic thinking tactics, but also develop a collective sense of ownership of the company's strategic direction.

## Register now!



*This is a paid advertisement.*

## **Inclusion in Action - Return on Inclusion Summit and October Program Meeting with Vernā Myers**

*By Justice Waidner Smith and Dixie Agostino*



*presented by TAHRA*

As HR leaders, we are always looking to bring a competitive advantage both to our organizations and our careers. One area with potent returns on talent recruiting and retention, employee engagement, and innovation, as well as for our individual leadership toolbox, is the area of diversity and inclusion. Bottom line: Inclusion is a key factor in a company's success, on any scale. Enter the Return on Inclusion (ROI) Summit, Oklahoma's largest diversity and inclusion conference being held on October 12, 2016 at the DoubleTree Downtown from 9am-2pm.

This event is geared towards HR professionals, regional business/nonprofit leaders, diversity practitioners, educators, and those with a passion in creating positive change in our workplaces, schools and communities. In addition to the Summit, there also will be an Executive Breakfast for CEOs and HR Executives, as well as a lunch-only option to hear the event's keynote speaker, Vernā Myers.



Myers is a nationally celebrated diversity and inclusion strategist, researcher, and author. She has published two books, and her Ted talk has generated more than 75,000 views to date. As a bonus, each attendee will receive a copy of her book, *What if I Say the Wrong Thing?: 25 Habits for Culturally Effective People*.

In addition, local business and nonprofit leaders will hold workshops on the following topics:

- The D&I Imperative: The Business Case for Inclusion
- Inclusive Hiring Practices
- Race in the Workplace in a #BlackLivesMatter Era

The Summit costs \$40 to attend, including the workshops and luncheon keynote, and there is a 50% discount for people working in a nonprofit, students, seniors and Veterans. In addition, as TAHRA is the presenting sponsor of the ROI Summit, the lunch-only option is discounted to the regular program meeting price of \$20 for members. It also is included as a program meeting for those who purchased them in advance.

We would love to have you join us for this incredible opportunity to learn from one of the most impactful diversity and inclusion leaders in the nation, while simultaneously gaining ideas from local leaders engaged in the work of inclusion.

For more information or to register, please click [here](#).

For questions, please contact me at Justice.WaidnerSmith@oneok.com.

## Fall Networking Event

by Kristi Spaethe, SHRM-CP, PHR  
VP - Membership



It's that time of year again... Fall is in the air and you know what that means? Let's get together and network with our HR colleagues.

This year we have secured a great location in downtown Tulsa. Hogan Assessment is graciously allowing us to use their new, state of the art office located at 11 South Greenwood. Their rooftop deck overlooks downtown Tulsa and will provide a great place for us to unwind and enjoy the opportunity to connect. As usual, we will provide food and beverage and there will be some exciting giveaways as well (think ROI and Law Seminar). We just might find a few other ways to help you unwind too.

**What:** Fall Networking Event with food and beverage, giveaways and great views of downtown

**When:** Thursday, September 29th from 4:00pm to 7:00pm

**Where:** Hogan Assessment, 11 South Greenwood (Dedicated parking on site)

**Who:** TAHRA Members (free) and unlimited guests (\$10 each)

Again, we look forward to seeing you at our next networking event!

[Register today!](#)



## Finally . . . The Final Rule on the FLSA Overtime Exemption, or Is It?

### Understanding the Potential Impact of the Overtime Reform and Enhancement Act

by Rachel Crawford, Esq.  
VP - Legislative Affairs



By now, most employers are more than familiar with the proposed Fair Labor Standards Act ("FLSA") overtime exemption rule. Indeed, since March 2014 when President Obama issued marching orders to the Department of Labor ("DOL") to amend the overtime regulations for "white collar" workers, employers have had plenty of time to contemplate the impact of the rule. With the publication of the Final Rule in May, employers may have finally begun breathing a sigh of relief simply to know what the requirements are—even if they are not particularly employer-friendly. Recently introduced federal legislation, however, has the potential to further modify the rule and leave employers with more "what ifs." Though the Overtime Reform and Enhancement Act ("OREA" or "Act") is more favorable to employers than the Final Rule, it casts yet another question into the sea of unknowns, as employers will likely need to spend more valuable time and energy thinking through the effect of the Act should it become law.

So, what does the OREA do? The OREA does not change the minimum salary and compensation thresholds for exempt status for standard Executive, Administrative, and Professional workers as specified by the Final Rule, nor the Final Rule's effective date of December 1, 2016. Rather, the OREA attempts to lessen the blow of the new threshold—which more than doubles the current threshold—by phasing-in the new minimum salary threshold of \$913 per week, or \$47,476 per year, over a three-year period, beginning with the date set out in the Final Rule of December 1, 2016 and ending on December 1, 2019.

[Read entire article.](#)

## Certification Updates

by Christy Ptak, SPHR, SHRM-SCP  
Certification Chair



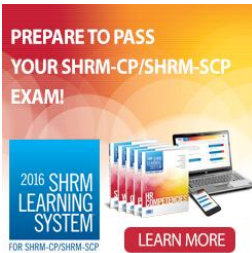
Fall signals the return to educational pursuits at all levels - so what better time than to consider pursuing Professional Certification in Human Resources. Presently, as HR Professionals, there are two separate certification options:

1. Human Resource Certification Institute (HRCI) and/or
2. Society for Human Resource Management (SHRM).

This article is not an endorsement of one over the other - but will focus on the SHRM tract and available educational/preparation courses for same in Tulsa this Fall.

The Winter Window for Testing for professional certification via SHRM is December 1, 2016 to February 15, 2017; with an application deadline of October 21, 2016 (late application deadline is November 11, 2016). More information on application for testing can be found at

SHRM offers several resources and tools to assist with achieving the "Senior Certified Professional - SCP" or the "Certified Professional - CP" Certification. Including curriculum entitled the "SHRM Learning System". For both of the courses that are outlined in this article, the materials would be required to participate. The Learning System provides interactive, online study tools and learning modules in addition to the actual workbooks.



### How Can I Prepare to take the Exam?

The first opportunity for Certification Preparation I will outline is a Study Group that TAHRA is sponsoring. This will be a three day preparation seminar format (Friday/Saturday/Sunday) offered in early October and facilitated by myself - Christy

Ptak, SHRM-SCP, SPHR. Information will be sent to all interested parties in early September so please email me at [christy.ptak@sagenet.com](mailto:christy.ptak@sagenet.com) if you want to receive more details. Those who elect to participate will be required to pay for the materials at the time of order in mid September. Fortunately, we place the order as a group and therefore receive a significant discount for doing so (appx \$500 per set). The good news is that participation in the Study Group will be minimal and possibly even no cost, aside from the materials.

A second opportunity for Certification Preparation is via Tulsa Community College in late October. This is a three day course, followed by a two day review (total of five sessions). The tuition cost is \$1,350.00 and Jeff Owens, SHRM-CP, PHR will be the instructor for this course. To register, or, for more information, please go to [tulsacc.edu/human-resources-shrm](http://tulsacc.edu/human-resources-shrm).

Preparation is key to your success in taking the exam, so regardless of which option you choose - even if that is a self-study option - be sure you study, study, study to find success.

## Know someone excellent in HR? Nominate them!

### RICHARD J. MESSER EXCELLENCE IN HUMAN RESOURCES MANAGEMENT AWARD

This special award was designed to recognize outstanding leadership and achievements in the human resources field. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated (self-nominations are accepted). Recipient of this prestigious award receive:

- \$500 cash donation to the charity of the recipient's choice
- A special commemorative plaque
- A special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter
- Announcement will also be posted on TAHRA's social media outlets

### NEW PROFESSIONAL AWARD

This award is designed to recognize an outstanding new professional in your organization or in your HR network. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged.

Recipient receives:

- \$300 cash donation to the charity of the recipient's choice
- A commemorative plaque
- A special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter
- Announcement will also be posted on TAHRA's social media outlets

Submit nominations to Brandon Brazeel, VP Leadership Development at [Brandon.Brazeel@spxht.com](mailto:Brandon.Brazeel@spxht.com).

[Click here for the details!](#)

## An Engineering Take on Diversity & Inclusion

by *Dixie Agostino*  
VP - Public Relations



With the Return on Inclusion Summit coming up, I've had a lot of D&I conversations with people to whom this topic is pretty new. Some have a very logical mindset - "How much does it cost & what does it return?" How do you justify the dollars & cents to mechanically minded, non-HR decision makers?

I asked "How much does your company spend in payroll monthly?" Payroll is the single largest expense businesses have & the only way business gets outcomes to generate cash to stay alive. No payroll, no product/service, right? Our people are the most expensive & most incredibly valuable mechanism in our business & must be well-maintained.

Friction in any machine is the enemy. It creates heat, wastes energy, erodes the performance of the machine & breaks it down over time. Inclusion is the opposite of friction when speaking of groups of people. It isn't simply the decrease of friction causing emotions associated with bias like fear, anger & contempt. Inclusion creates harmony- like oil or wax that makes the machine run smoothly. Inclusion creates positive emotions & profitable outcomes that come with acceptance like enhanced communication, teamwork, mentoring, innovation & creativity.

Want to break into new markets? Connect with new customers? Diversity is the key. Diversity allows companies to understand their clients more clearly. Remember Heinz's Funky Purple ketchup? It flopped because parents thought weird colored ketchup wasn't healthy. Wal-Mart's "Every Day Low Prices" slogan failed in Japan because customers culturally associated low cost with low quality. The more perspective on our team, the more opportunities we have to learn & grow.

The business case for diversity & inclusion comes from changing our mindset from "us versus them" to simply "us". By finding ways to maximize our diversity & inclusion, we gain collaboration & efficiency.

## **Piñatas, Planning, and Poor Choices**

*By Stefan Mecke, Employment/Business Attorney*

*TAHRA Member Submission*



My family recently traveled to Fort Worth, Texas to attend a rodeo and celebrate our son's birthday. On the day of the party, we made a fairly detailed list of all of the things we needed to plan the perfect party for our little boy. We were confident we had thought of everything, so we grabbed our checklist and roamed the area looking for party supplies, checking boxes off the list along the way. We were almost breathless when we saw the perfect piñata while walking the aisles of a local grocery store. Although not on our list, we quickly purchased the piñata and all the candy and small toys we could carry to fill it.

We scouted out a beautiful outdoor area, hung the piñata and informed our boy and his cousins to join us just before the city of Fort Worth would entertain us with an epic fireworks display. While waiting, my wife and I looked at each other with the kind of adoration parents do when they have really hit a home run for their kids. We had planned a perfect party and executed on that plan...we had thought of everything...or so we thought.

While waiting on the kids to arrive, two cowboys approached the area on horseback. This was not entirely unexpected as we were in the Fort Worth Stockyards area that hosted daily cattle drives and featured photo opportunities with cattle and horses. What was unexpected is what happened next. The pair slowly trotted toward the tree prepped with our Piñata. I yelled over to them to prevent any confusion and informed them that the Piñata was spoken for. One cowboy lifted the piñata from the tree and hoisted it onto his horse and slowly backed away from the tree. As I ran after the pair, my wife darted passed me (in her flip-flops) in pursuit of the desperate desperado's who ultimately galloped to freedom, with our little boys Piñata in tow.

Within minutes the kids arrived and questioned what happened to their Piñata. I was not sure what I would say to the excited bunch which had been waiting all day for the highly coveted Piñata party. My wife instantly and articulately summarized the events for the children: "some bad boys made some bad choices".

I work with students, educators and professionals facing unexpected situations and assist them when they have been negatively impacted by poor choices made by others. Many times, the people I work with have truly thought of everything and planned prudently. There are just some things we can't plan for or anticipate, like the pair that crashed our party. My wife and I certainly did not have a box on our checklist marked "check for cowboys on horseback and protect Piñata". At times, we will be surprised by unexpected events or the surprising choices made by others. What we can plan for is our response to these unexpected situations when they do occur. We can choose to add a box to our checklist that we will work toward solutions and



remedies that will create positive outcomes, despite the fact that an unexpected situation or action was not part of our original plan.

## Welcome to our newest members!

Victoria Hoge Tulsa Tech

Sarah Beeson

Platinum Mechanical  
LLC

Melissa  
Wilson

First National Bank & Trust

Kristin Coursey

Ceja Organization

Laurie Knight

Advanced Pain Specialists of Tulsa

Larry Goodall

Jenny Lizama

Big Brothers Big Sisters of  
Oklahoma

Jasen  
Mangrum

Qualified Plan Advisors