



## Newsletter

Issue 62

February 2017

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Hello TAHRA friends!

As I mentioned in my January article I am going to be taking you through what I believe are 12 of the top metaphors for Leadership in 2017. I hope you enjoy the second one.



### Leadership is like a Box of Chocolates:

We all know the 1994 movie "Forrest Gump" and the famous line "Life is like a Box of Chocolates". Forrest Gump said "Mama always said life was like a box of chocolates. You never know what you're gonna get." I believe the Leadership is like a Box of Chocolates except that as an exceptional leader, it is your responsibility to 'know what you're gonna get'. You must learn what is inside your employees.

A box of chocolates has all different kinds of pieces in it. On the surface several of them look similar. Only by looking at the key on the box will you know what is different about each one. As a leader, the key on the box is like you understanding each of your team members. It tells you something about each piece that is in the box and it shows that although some look similar they are all different.

To be a strong leader, you must look at each piece (each team member) and determine what the best fit is for each one. Who will work better with whom. An exceptional leader must know what is inside each of his/her team members and know how to get the best from each one.

We all have hidden value, but the exceptional leader knows how to bring this value out. This person also knows which upper level leaders need to be made aware of each person's value in order to advance the career of each of their team members.

As you lead your team, remember that your job is to find the hidden value in your Box of Chocolates.

Nancy Gunter, SHRM-SCP, SPHR  
TAHRA President

**February Program Meeting**  
**Wednesday, February 15**  
**11:15am - 1:00pm**  
**DoubleTree by Hilton Tulsa Warren**





### TAHRA 2017 Board & Committee Chairs

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Jacob Crawford, J.D.  
**VP Legislative Affairs**

Dixie Agostino,  
SHRM-SCP, SPHR, CPC

## Place



## Fashion a Culture of Greatness

*Presented by Greg Hawks*

An organizations Culture is more important than leadership or vision because it defines the values that dictate how people operate day to day. Culture is defined in a variety of ways, but certain elements consistently impact how it emerges: Language, Values, Education, Priorities, Communication, Accepted Behaviors, etc. An organizations Culture has more tangible impact on the bottom line than any person or policy. Thus, fashioning a Culture of Greatness is critical.

### Register now!

This event is approved for HRCI **Business** Credits and SHRM Certification Credits.

*Sponsored by:*



### February Learning Lab Thursday, February 23

**2:30pm - 4:30pm - NEW TIME for 2017!**  
OSU Tulsa North Hall - Room 106

### Workplace Law Under the New Administration

*Presented by Jacob Crawford, J.D.*

In the wake of the 2016 election, HR policy changes are on the horizon. Join TAHRA Vice President of Legislative Affairs, Jacob Crawford as he helps attendees navigate what lies ahead in workplace law under the new administration. While it is difficult to predict future changes, we can expect significant policy and enforcement shifts. The February Learning Lab is an opportunity to prepare for upcoming transitions in HR employment law, legislative policy and regulations. Jacob will also discuss possible changes to immigration efforts, including work site enforcement and the public policy and trends that impact the workforce.

### Register now!

**VP Public Relations**

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<http://www.okhrconference.com/>

**Year of the Rooster**

*by Heidi Hartman, Past President*

Saturday, January 28 marked the



## Quick Links

[Our Website](#)  
[TAHRA Calendar](#)  
[SHRM Website](#)  
[HRCI Website](#)  
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:: 918-344-4622

Check us out on:



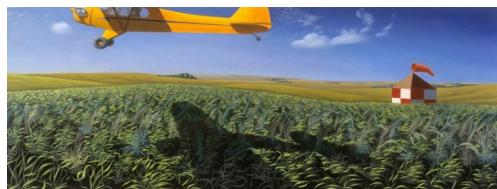
start of the Year of the Rooster, the 2017 Lunar New Year. The Rooster's traits include loyalty, smart, quick witted, commitment, hard work and family values. Although many of us were born under a different Lunar Year Animal (year of the Dragon for me), we can tap into characteristics we admire from the Rooster. This year, I am committed to hard work and quick wits to help my clients achieve the results they desire.



As HR professionals and leaders within your organizations, what are some key traits you would like to focus on - and do you have an accountability partner to help you stay committed? Choose no more than two traits and or characteristics to focus on, and recruit someone you will be accountable to who will help you achieve success.

The stamp design for the USPS for the Year of the Rooster (above) was designed and painted by KAM MAK. Kam and my brother, Karl Hartman attended the School of Visual Arts in NYC receiving their Masters in Fine Arts. They also were roommates for several years in a tiny apartment in China Town. Kam and Karl's painting and work styles are different, and I believe there are things to greatly admire in both. (Karl Hartman's painting below - and yes, I'm sure I'm a bit biased since I'm his sister but gallery's and critics agree with me!) I also know they support each other's success in both their personal and professional lives.

I encourage you to find someone(s) to support your goals and let that Rooster Crow!



Hope to see you soon - Heidi  
 Heidi Hartman, Past President TAHRA

## Career Awareness is Key to Our Region

*by Denise Reid, Cahmber Liaison*



The Tulsa Regional Chamber's education and workforce division has been working on talent supply chain strategies for years. There are a number of initiatives and projects that foster stronger career awareness in our schools with teachers and students, community based organizations and workforce partners. You can also be a resource in this work.

We are seeking more industry leaders to assist with this

work. There are several ways you can help create impact in our region.

- [Career Pathways Project](#) - pilot a project, promote pathways information or act as a subject matter expert for schools.
- [InternInTulsa.com](#) - sign up to offer internships or on-the-job experiences to an area high school junior or senior or college student.
- [Job Readiness Action Network](#) - assist with identifying minimum college/career readiness skill sets for entering the workforce or post-secondary training/education.
- [Workforce Collective](#) - join a group of passionate partners working to improve training and employment opportunities for youth, adults and hard-to-serve individuals in our region.

To learn more about the Chamber's workforce programs please click link below for information about our career awareness campaign, career pathways project and workforce advisory council -

<https://tulsachamber.com/workforcestrategies>

If you would like to set up a time to meet or discuss in more detail please fill free to contact me via email [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or phone (918)560-0255.

## **Tulsa Young Professionals Survey**

Tulsa Young Professionals (TYPros) is looking to strengthen Tulsa's talent pool by creating free events and resources to develop local young professionals. This could be a tremendous opportunity to attract more companies to Tulsa though a strong and engaged workforce as well as an opportunity for Tulsa companies to get more "bang for their buck" in their staff.

But they need your help to be able to provide what Tulsa needs. If you can both complete this survey AND pass it on to your connections, this could be a great way to attract, develop and retain the talent we need today and in the future.

For Individuals

<http://buff.ly/2jakbbY>

For Companies

<https://www.surveymonkey.com/r/3FVS9XG>

**TAHRA Member Article Submission**  
**The Pizza Boy, The Mannequin**  
**Model, and Workplace**  
**Harassment**



by Stefan Mecke



### A Chance Encounter, but was it Harassment?

February is the month many celebrate Valentine's Day, relationships and romance. For me, February and Valentine's Day provide a time to reflect on my first job. I turned 16 in Tulsa around the same time a large shopping mall opened in the area. The mall featured retail stores and a food court full of new career opportunities. I discovered this one day as I was sitting in a creative writing class appearing alert, but perhaps not as focused on the teacher's words as I should have been. A fellow student whispered to me and asked if I wanted to make some money. The Italian style pizzeria he worked at was overwhelmed and needed help. Experience was not a requirement. A perfect fit. Later that evening I was learning the pizza trade. The Manager noted that I had a talent for making the pizzas (or that others disliked making the pizzas) and I was quickly assigned to the pizza station. We made pizzas the old-fashioned way back then by starting with a ball of dough, dousing it with lots of flour and molding and flipping the pizzas in the air by hand. This technique was effective but really messy. I was usually entirely covered in flour from head to toe which made for an extremely un-kept look. ([Read entire article](#))

## Welcome to our newest members!

Jessica Smith	Bristow Endeavor Healthcare	DeAnna Tyson	Osage Casinos
Brandie Pineda	Airgas Inc	Candice Farwell	Evans Enterprises
Robby Hedrick		Angela Kraft	Solvay
Ryan Thompson	BenEx Insurance	Lori Tiger	Broken Arrow Public Schools
Jennifer Lopp	US BEEF Corp dba Arby's	Kat Truong	ONE Gas Inc
Tara O'Connell	Ducommun	Stacy Dugan	Valmont Newmark
Tara Stevens	Tri County Tech	Candice Philpott	ONEOK Inc
Caleb Buck	Paylocity	Deby Nottingham	OSU Medical Center
Linsie Higgins	BlackHawk Industrial	Dawn Cox	McDaniel Technical Services Inc
Donzella Wilson	Tulsa Housing Authority	Stacy Burton	McDaniel Technical Services Inc
Heather Willhite	Tulsa Zoo Management Inc	Rola Ezzeddine	Alyssas Bridal & Tuxedos
Rebekah Tran	Noria Corporation		

Tulsa Area Human Resources Association, PO Box 140958, Broken Arrow, OK 74014

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