



Newsletter

Issue 64

April 2017

In This Issue

[Program Meeting](#)

[OKHR State Conference](#)

[Learning Lab](#)

[Feeling Groovy](#)

[TAHRA Recognized](#)

[SHRM Annual](#)

Hello TAHRA friends!

Since we are heavily into our log home build, this is an appropriate 4th Leadership Metaphor. Hope you enjoy!



Leadership is like a carpenter:

There is a story about a carpenter who worked for a very wealthy man building houses. The wealthy man was always fair, but didn't pay a whole lot of money. As the carpenter neared retirement the wealthy man hired him to build a beautiful home on a great piece of property. The carpenter, although a wonderful man, was looking at his retirement and wanted to build it up just a little, therefore, as he started the job and throughout the process he cut a few corners here and there. He used cheaper materials and less expensive options than what was called for in the plans but you couldn't see the difference. When the home was finished, it looked beautiful. On the last day the wealthy man arrived and said to the carpenter "You have been so faithful to me and have always done such great work, I wanted to give you something for retirement. This home is for you."

As a leader we should always do our best work whether we are working for ourselves or we are working for someone else. We should value those who work for us as well as those we work for. As an exceptional leader we can show through our actions that we value those we work with and we should always be prepared to do our best no matter what.

Nancy Gunter, SHRM-SCP, SPHR
TAHRA President



April Program Meeting
Wednesday, April 19
11:15am - 1:00pm
Marriott Tulsa Southern Hills

The CEO of You: Leading Yourself to Success

Presented by Marsha Petrie Sue



Save time and improve the bottom line with this powerful presentation on becoming the Chief Energizing Officer of Your Own Uniqueness. It will feature ideas to help you and your teams

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meet their goals, improve morale and manage your dynamic changing environment.

Renewing the importance of coaching, mentoring and managing, along with other leadership skills, helps attendees stay on the cutting edge of the ever-changing Human Resource position.

Taking full responsibility for achievement through Marsha's executive leadership experience guarantees action and is the core of The CEO of YOU presentation. Attendees will be able to immediately apply ideas for total mastery of business, leadership and performance success, adding richness and balance to life.

Register to attend this program by April 14th and receive Marsha's book The CEO of YOU for free!

Register now!

This event is approved for HRCI General Credits and SHRM Certification Credits.

Sponsored by:



**OKHR State Conference
and Expo is next week!
Don't miss out!
April 12-14!**

This three-day Conference & Expo in Norman, OK will connect you to valuable resources, products, and services, including cutting-edge

keynote sessions, over 40 breakout sessions, continuing education credits for Certified Human Resource Professionals, an exhibit hall, and a networking evening event. Whether you're coming to learn, present, or exhibit, you won't want to miss OKHR2017!

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

A **SHRM Certification Prep Course** will also take place in conjunction with the State Conference in Norman. The course is listed as a pre-conference session and will take place on Tuesday, April 11 and ½ day on Wednesday, April 12th.

Click on the OKHR Conference link above for more information.

**April Learning Lab
Thursday, April 27
2:30pm - 4:30pm
OSU Tulsa North Hall**

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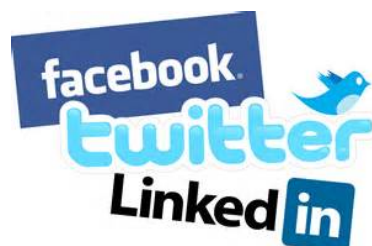
Julie Odom
**Chapter Management
Professional**

Quick Links

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

:: 918-344-4622

Check us out on:



Details about this lab will be available soon. Watch your email!

Register now!

Mindfulness - Purpose - and Feeling Groovy

by Heidi Hartman, SHRM-SCP, SPHR
Past President



There is a bad habit I can't seem to quit - overextending myself and/or difficulty saying no. This leads to me running late to commitments because I pack too much in my schedule. I found myself speeding last Thursday to make it to the Learning Lab at OSU Tulsa, and of course there was a super long train crossing the tracks. This allowed me time to text a picture of the train to Julie, our TAHRA administrator, and work on practicing mindfulness.

There is a song written by Simon & Garfunkel - 59th St. Bridge (or "Feeling Groovy") that has in the lyrics - "Slow down you move too fast, you've got to make the morning last...". Songs like this, and practicing yoga for the last year has allowed me to be more mindful and try to stay in the "now". We all get caught up in what we need to do, and trying to extend greater and faster effort does not necessarily lead to improved results.

I recently found an article on mindfulness written by Dawa Tarchin Phillips and wanted to share the edited version with you.

Here are 5 strategies to work on our mindfulness:

1. What is the ideal outcome for today and for the future? Think about your ideal outcome and get clear on your vision of the life you wish to lead. Ask yourself "What does my ideal life look like? What does it feel like? Am I acting in alignment with that?" Often, we chase after job titles or companies to work for because we think that's what we should do. We don't reflect on whether or not the details of the position or company culture are in alignment with our personalities, ethics, or goals.
2. What does success mean to you? Each of us has a different definition of success. For some, success is defined monetarily, for some success is close relationships and a strong community of friends and family. If you don't define success for yourself, you are more likely to rush in the race toward someone else's version of it.
3. Identify your lack of congruence. Pay attention to the actions you take each day that either help or hinder the path to your ideal life. Try to mindfully observe and reflect on your behaviors without judging them. Don't beat yourself up if your actions do not align with your goals just yet. It just means it's time to start shifting your focus and re-strategize so that your actions align with the results you want.
4. Identify the strengths needed for success. What are the skills necessary to actualize your vision of success? What strengths do you already possess that you can tap into and build on? Once you break down the factors necessary to help you achieve your vision you also become more clear on the direction to take.
5. Expand those strengths in the present. Do not abandon the skills and strengths you already have. Remember that all qualities you need to succeed reside in the present with

you, and whoever gets to the present moment first and fully, wins.

When you consistently rush from point A to point B you miss the subtle nuances of the present moment that can bring us joy, build connections, cultivate strengths, provide opportunities, and keep you focused to achieve the vision of our ideal life.

These are 5 recommendations I am working to weave into my life and I have to remind myself that it is a process. Hope you are taking time to make sure you are feeling groovy, and I will see you all soon - Heidi

TAHRA Awarded 2016 Chapter Champion from the SHRM Foundation



Our support of the SHRM Foundation in 2016 has qualified our chapter to be a 2016 SHRM Foundation Chapter Champion!

Our chapter received this honor because we completed all three SHRM Foundation activities outlined in the SHAPE workbook (section 2, #5): made a donation to the SHRM Foundation from chapter funds, conducted a leadership campaign, and hosted a fundraising event to benefit the SHRM Foundation.

Every gift the SHRM Foundation receives, including donations from our chapter and members, will be used to deliver 300+ scholarships in 2017, continue to support the aging workforce and launch a new inclusion initiative to [engage and integrate military veterans](#) into the workplace.

We are proud to partner with the SHRM Foundation to empower HR professionals, transform the workplace, and make a difference.



There's no better place to develop your HR skills and knowledge than SHRM's Annual Conference & Exposition. With more than 200 educational sessions, you can create a custom educational experience that matches your needs perfectly - at any career level.

When you go "all in" at #SHRM17, you'll be joining a vibrant community of HR professionals who are ready to grow. You'll get the targeted strategies and practical takeaways that you need to achieve your goals.

[Click here for more information.](#)

Welcome to our newest members!

Sarah Stisser	GDH Consulting, Inc	Leah Johnson	WPX Energy
Danna Alfaddagh	NGL Energy Partners LP	Miriam Idrisi	Metro Builders Supply, Inc.
Patti Flynn	GableGotwals	Steve Harden	Applied Leadership Group
Candace Byington	Paragon Films, Inc.	Mandy Miller	US Beef Corporation
Juli Kraft	Catalyst Benefits Group	Carol Collins	Community Service Council
Tammy Rosenlund	HollyFrontier		