



# Newsletter

Issue 67

September 2017

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Hello TAHRA friends,

Football season has arrived! I love college football and with that in mind, I thought I should share a football related leadership metaphor:



### Leadership is like the offensive line of a football team:

As an Alabama football fan, I love to watch them play. Yes, we have been good over the past several years, but we had a spell of many years when we weren't top contenders. No matter how great our running backs are or how great our quarterback is, if we don't have a good offensive line, the offense will sputter and die. We can't really be great if the offensive line isn't good.

As a leader you are like that offensive line. The leader's job is to open the door to opportunities and then let your employees run with it. You may, from time to time, talk to your employees about the opportunities that are available for them so that they can be prepared. The job is not always easy and sometimes no matter how wide you open the door, the employee just can't get through it or can't find the opening. The great thing is that as an exceptional leader you continue to "open that hole in the line" and continue to trust that your "running backs" (employees) will rise to the occasion and shine like you expect them to.

Nancy Gunter, SHRM-SCP, SPHR  
TAHRA President

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



**September Program Meeting**  
**Wednesday, September 20**  
**11:15am - 1:00pm**  
**Tulsa Country Club**



### Planning and Response to an Active Shooter in the Workplace

*Presented by Jim McBride*

Did you know that Workplace Violence is the second leading cause of death for males in the workplace and the leading cause of death for females in the workplace? The Center for Disease Control (CDC) reports over 400 homicides at the workplace each year. CDC says workplace violence has reached "epidemic proportions".

— SHRM —  
SHRM-CP | SHRM-SCP  
**RECERTIFICATION  
PROVIDER**  
2017



**TAHRA 2017**  
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Charla Isbell, SHRM-SCP,  
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An active shooter is defined as an individual actively engaged in killing or attempting to kill people in a confined and other populated areas. Active shooter situations involve firearms and are unpredictable and evolve quickly. Management and employees should be educated in prevention, as well as, preparation and response to potential violent behavior.

We all have plans for fire and tornado but what about violence?

**[Register now!](#)**

This event is approved for HRCI General Credits and SHRM Professional Development Credits.

*Sponsored by:*



**September Learning Lab**  
**Thursday, September 28**  
**2:30pm - 4:30pm**  
**OSU Tulsa North Hall - Room 108**

**This lab will be a legal update presented by  
Jacob Crawford. More details available  
soon! Watch your email!**

**Networking Event**

Immediately following the September lab, O.C. Tanner will be sponsoring our networking event. This event will be at the Main Street Tavern Loft in Broken Arrow. Join us for drinks, light snacks, door prizes and opportunities to network with other HR professionals. Invite your colleagues and sign up today!

This event is free for TAHRA members and guests!



Thursday, September 28 | 4:00pm - 7:00pm |  
Main Street Tavern Loft  
200 South Main Street  
Broken Arrow, OK 74012

**[Register now!](#)**

## VP Education

Donna Fletcher, SHRM-CP,  
CCP

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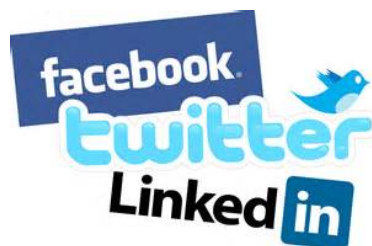
Julie Odom  
**Chapter Management  
Professional**

### Quick Links

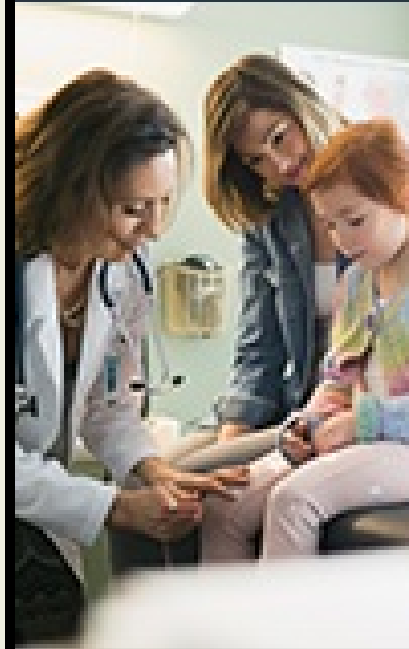
[Our Website](#)  
[TAHRA Calendar](#)  
[SHRM Website](#)  
[HRCI Website](#)  
[OKHR Website](#)

:: 918-344-4622

Check us out on:



HUB UNIVERSITY



## The Great Benefits Divide:

How to fill  
the gaps with  
Voluntary Benefits

September 13  
8:30am

REGISTER NOW

Paid advertisement

***Have a great role model? Want a  
colleague to receive recognition  
for outstanding work? Know  
someone new to HR and  
amazing?***



***Nominate them today for prestigious HR  
Excellence Award!***

As a TAHRA member, you have the privilege of recognizing a dedicated fellow member by nominating them for one of our annual awards, the **Richard J. Messer Excellence in Human Resources Management Award** and the **New Professional Award**.

### **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. The recipient is an individual who serves as a role model for others, sets the standard by which others are measured and unselfishly gives of themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated. The award is named in Honor of Rick Messer who was one of the founding members of TAHRA who became a National Chairman of SHRM as well as the founding Chairman of HRCI.

### **New Professional Award**

This special award is designed to recognize an outstanding new professional in our organization. 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.

Both awards will be presented at the November 15 Program Meeting.

To nominate someone, please first speak to them to gain their permission, then please contact Brandon Brazeel, VP of Leadership Development at [brandon.brazeel@spxht.com](mailto:brandon.brazeel@spxht.com) and we will do the rest.

Self nominations are allowed and encouraged.

[Click here for more details.](#)

## **OKHR in Indian Country | Ready to Work Conference**

**Thursday, September 14, Friday, September 15  
Grand Casino Hotel and Resort  
Shawnee, OK**

The **Ready to Work Conference** offers sessions designed to support the strategic role of Human Resources within workforce readiness by educating businesses and HR professionals on the importance of hiring individuals with core competencies.

The brand-new **OKHR in Indian Country Conference** confronts the unique challenges and opportunities that come with working within a Sovereign Nation. This informational, collaborative and insightful conference offers speakers dedicated to assisting Tribal employers in protecting their sovereignty through policy development, statute implementation and succession planning.

[Click here for more information and to register.](#)

Are you looking to **TRANSFORM** your talent development skills? ATD Tulsa has a conference just for you!



The ATD Tulsa Chapter is hosting the BOOST! 2017 Oklahoma State Conference on October 26th & 27th. You won't want to miss the exciting learning and networking activities we have planned, including an engaging and inspiring keynote by Jim "Mr. Energy" Smith, Jr.

Jim Smith, Jr. speaks all over the world providing transformational and empowering tools. Jim Smith, Jr. and our breakout workshop presenters are excited to share their expertise and experiences to BOOST your skills.

This conference has been approved for 5.5 HRCI credits. If you have questions, contact [admin@tdtulsa.org](mailto:admin@tdtulsa.org).

## **Just say YES...with a dash of No**

*by Heidi Hartman, Past President*



This has been my mantra throughout the majority of my career and it has served me well. It is within my nature to jump off the cliff, and figure out how to fly the plane on the way down. In some cases, it was to actually build the plane and learn to fly.

After a wonderful run in various HR roles, ending as HR Director I took another leap to start Luna Sol Consulting, be my own boss and partner with amazing clients. Everyday, I get to help individuals, teams and organizations grow and develop.

Throughout my journey, I've said yes to several opportunities to serve non-profits that have spoken to my heart. Not only in the social justice arena, but also serving our profession. At times, it is like having 2 full-time jobs - I've learned so much and the friendships and connections are incredibly rewarding.

I said yes again to partner with Dixie Agostino to bring Disrupt HR to Tulsa (October 5th - mark your calendars!), yes to partner with Ricky DeFalco on the OKHR Leadership conference for all SHRM Oklahoma Chapter Boards this January, and yes to partner with Kelly Plunkett for the 2018 Oklahoma State Conference in April. And yes, I may have bitten off more than I can handle! But it will be great with all the volunteers and others who say yes to amazing opportunities.

There are a few other philosophies I am trying to incorporate into both work and personal. If it is not a HELL YES - then it is a no. I read somewhere, and cannot find the author to share with you - "If we don't say no, our yesses have no meaning." Once we truly have our priorities in alignment, as opportunities arise we can gauge if it is a match for our values, goals and priorities and be comfortable in saying no...or just say YES!

You are one decision away from a whole new path. Say yes to that promotion and learn as you go, say yes to that volunteer opportunity, say yes to serve your professional organization, say yes to what is next and make that leap!

See you soon -  
*Heidi*

## **Discipline without Punishment**

*by Dixie Agostino, VP of PR*



One of the best management book I've ever read is called "Discipline Without Punishment" by Dick Grot. To the HR person it must seem like "Duh!" but to me progressive discipline was revolutionary. Not in the "three strikes you're out" way, but

genuine conversation face to face, setting clear expectations and helping employees build their plan to get to their goal.

Many managers and even business owners have never heard of this concept and while it seems so simple, execution is not easy. After all, telling someone they messed up is not a comfortable conversation. Sometimes even more challenging is qualifying job results and setting clear SMART goals before that awkward "You're doing a bad job" conversation occurs.

By helping managers build and maintain performance management systems, HR can take a lot of the pain associated with discipline conversations away. Rather than useless annual reviews, managers can be incentivized to address issues on an immediate weekly or monthly basis. Helping management create these systems is one of the ways HR can help impact the company's bottom line. By encouraging higher performance and addressing bad performance sooner, allowing for quicker correction, employees can receive the feedback they want to enable them to do their jobs better.

Don't let managers let problems fester. Help them help themselves.

## **Nobody Puts Baby in a Corner**

*member submission by Stefan Mecke,  
JD, MBA, SHRM-SCP, SPHR*



Tulsa's Philbrook Museum of Art recently featured an 80s movie classic during its Film on the Lawn series in honor of the thirty year anniversary of Dirty Dancing with Jennifer Grey and Patrick Swayze. It remains one of the greatest movies ever made and the most memorable part is the very last dance number when Johnny (Swayze) takes Baby's (Grey) hand and says to her dad... "Nobody puts Baby in a corner." Baby and the film highlight the point that if you want something badly enough you will take action, work at it and ultimately achieve it.

Baby was trying to grow and literally soar into Johnny's arms while at the same time her wings were being clipped and her talons tied down. She needed the chance to be who she had trained to be and she was being told to stay where she was. While watching Baby's struggles with her parents my mind wondered where it often does...into the workplace. I wondered what the workplace would be like for Baby. How would Baby handle the corners and obstacles she would likely face? Would Baby allow her employer to hold her back and put her in yet another corner, or would she dance her way out?

[Read entire article.](#)

**Save the Date!**  
**Thursday, November 2!**  
**TAHRA Employment Law and**

## **Welcome to our newest members!**

Emily Avants	Mill Creek Lumber & Supply	Ashton Motil	Hideaway Pizza
Angela Springer	BH Media	Erika Ray	Sherwood Construction
Kristin Wise	Explorer Pipeline	Melissa Willis	Utica Park Clinic/Oklahoma Heart Institute
Paula Armstrong	Hub International Mid-America		