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Issue 68

October 2017

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Nominate a member today!

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Hello TAHRA friends,



It is dangerous to have a metaphor for communication because there are so many! However, I'm going to venture into one I feel is important in communication as a leader, and that is clarity. Enjoy the 8th Leadership Metaphor:

Leadership is like Shazaam starring Sinbad:

The movie Shazaam starring Sinbad.... - was it a movie or not? According to Reddit it was, however, according to Snopes it was not. This movie is the result of the Mandela Effect. That is when a collective memory is put together that never actually existed. With the internet this is becoming more and more common. Based on what you read you will find people who are adamant that Shazaam existed and that they went to see it. You will also find others who say it did not exist and someone started this false information back in the 90's. The more you read the more confused you may become trying to figure out for yourself - is it true or not? Give it shot. Just look up Shazaam and read a few things on it.

When it comes to leadership, we must always strive to be clear in our communication and straighten out any miscommunications as quickly as possible. Allowing others to communicate our message is dangerous and can lead to a collective memory that was never actually said or intended. Being an exceptional leader means communicating clearly, then communicating again and again to be certain the message you want heard is the one actually being heard.

Nancy Gunter, SHRM-SCP, SPHR
TAHRA President

October Program Meeting

BREAKFAST!

Wednesday, October 18

7:30am - 9:15am

Crowne Plaza Tulsa - Southern Hills





**TAHRA 2017
Board & Committee
Chairs**

Nancy Gunter, SHRM-SCP,
SPHR
President

Kristi Spaethe, SHRM-CP,
PHR
President Elect

Heidi Hartman, SHRM-
SCP, SPHR
Past President

Lance Thompson
VP Programs

Alyse McDaniel
VP Membership

Brandon Brazeel, SHRM-
SCP, SPHR
**VP Leadership
Development**

Jacob Crawford, J.D.
VP Legislative Affairs

Dixie Agostino, SHRM-
SCP, SPHR, CPC
VP Public Relations

Ashley Philippsen
VP Diversity

Charla Isbell, SHRM-SCP,

Diversity and Inclusion 101

Presented by Brenda Lloyd-Jones, Ph.D.

A shift in trends has led many organizational leaders to either revive or begin diversity programs with a specific emphasis on inclusion practices, giving an increasingly diverse workforce. A general expectation is that diversity and inclusion efforts should be included within human resources management, which requires the know-how and support of Human Resources Directors. This session is intended to increase the understanding of diversity and inclusion efforts using a human relations framework.

Register now!

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

Sponsored by:



**October Learning Lab
Thursday, October 26**

**2:30pm - 4:30pm
OSU Tulsa North Hall - Room 108**

**Details for this lab will be available soon.
Watch your email for details.**

Networking Event

Immediately following the October lab, Key Personnel will sponsor our networking event. This event will be at the Inner Circle Vodka Bar downtown. Join us for food, drinks, door prizes (including iPad!) 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, October 26 |4:00pm -7:00pm|
Inner Circle Vodka Bar
410 North Main Street, Suite A
(Across from Cain's)
Tulsa, OK 74104

Register now!

SPHR
VP Education

Donna Fletcher, SHRM-CP,
CCP
Treasurer

Kari Dean, SHRM-CP, PHR
Board Member at
Large-
Sponsorship/SHRM
Foundation

Lewana Harris
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Quick Links

[Our Website](#)
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[SHRM Website](#)
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[OKHR Website](#)

:: 918-344-4622

Check us out on:



TAHRA Employment Law and Practices Seminar

Early registration is open!

Thursday, November 2 | 7:30am - 4:30pm |
Renaissance Tulsa Hotel and Convention Center

Once again, TAHRA will bring you a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important and timely human resources topics. This advanced seminar will give you the skills to handle issues such as an Alphabet Soup (FLSA, FMLA, ADA, ADEA) of Employment Law, Best Hiring Practices, How-to's of HR Investigations, Constructing Job Descriptions and Powder Keg Issues of Social Media, Gender Identity and Title VII, as well as other employment law questions that keep us up at night.

Early Payment Option - \$180 if paid by October 20, 2017

Register 3 or more from one entity - \$140 per person if paid by October 20, 2017

[Click here to view agenda and to register.](#)



**To nominate a
TAHRA member
for one of our
annual Awards by
Friday, October
27!**

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 and we will do the rest.

Self nominations are allowed and encouraged.

[Click here for more details.](#)

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.

[More information here.](#)

The TAHRA Diversity and Inclusion Committee would like to invite you to:

LUXA's first Courageous Conversations Luncheon
Corporate America vs. Black Women's Natural Hair

Our first topic up for discussion is Corporate America vs. Black Women's Natural Hair. Unfortunately, this still remains to be an issue in our society today. Results from a 2016 national survey on perceptions of smooth hair versus natural/textured hair for black women, revealed an explicit bias toward black women's textured hair. It is rated as less beautiful and less professional than smooth hair. Sadly, additional studies proved that black women have been denied employment based upon hair style alone.

Hair has nothing to do with productivity. We need to allow all employees to show up authentically to work each day. It's time to talk about it.

When? October 12th from 11:30am - 1:00pm

We will come together to discuss and understand how hair bias operates and develop solutions to disrupt and dismantle today's image of a professional woman.

Where? Green Wood Cultural Center

322 N Greenwood Avenue
Tulsa, OK 74120

This is a free event and lunch will be provided.
Registration is limited.

[Click here to register.](#)

How to Lose an Employee in 10 Days

by Dixie Agostino, VP of PR



I read an article in Business Insider that included a list of the 10 most common ways managers alienate employees. The first step to prevention is knowing what to look for, right? So, here are the signs to spot so you can prevent big problems later for both you and your hiring manager:

1. Managers are not trained on how to coach.
2. Any and all feedback is given in an annual review.
3. Performance data is hoarded.
4. Everything's a secret, especially the numbers.
5. Managers are not connected to company goals.
6. No engagement surveys.
7. If an engagement survey was done, the results are ignored.
8. Managers have no accountability for results.
9. All negative conversations are avoided.
10. Employees are never, ever recognized for good performance.

Luckily, doing the opposite is a sure-fire way to retain great people now and in the future!

**7 Steps to Effective Delegation
The Time Management Skill
Most Leaders Overlook**

by Brandon Brazeel, VP of Leadership Development



Effective time management and productivity are important skills for a leader. In my blog post '5 Ways to Increase Your Personal Productivity,' I introduced you to some techniques to help you improve your productivity. The reality is though that even with increased productivity levels sometimes the work or tasks are just too much for you to handle by yourself.

Another important skill for a leader is effective delegation, and probably one of the most overlooked or underutilized

skills. Proper delegation is a skill and it requires you to be in the right mindset. You don't want to have a scowl on your face, arms crossed or pointing your finger barking, "You will do this." You need to be positive and honest, and explain the "why" something needs to get done.

There are seven key steps to effective delegation, and you need to complete every step to get to the result you need.

[Read entire article.](#)

Welcome New Members!

Sara Swarer	Oklahoma Central Credit Union	Ali Whitaker	Spherion Staffing
Kimberly Kloster	Oklahoma Central Credit Union	Sarah Dial	Barracuda Staffing
Leilani Harpole	Oklahoma Central Credit Union	Corey Roberts	Community Service Council
Alisa Hamett	Rogers State University	Raul Ruiz	Survwell Recruiting Solutions
Janet Palmer	Willow Crest Hospital	Paula Martin	TRC Companies
Delmena Westbrook	Jewel's Place Child Enrichment Center	Sonja Maddox	Occidental Petroleum Corporation
Kayla Matthews	Student	Rebecca Snyder	Oral Roberts University
Robert Benson	Learning Unlimited Corporation		

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

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