



Newsletter

Message from the President

I have been thinking a lot recently, for many different reasons, about the importance of mentoring and my mentoring journey. On both sides of the fence.



For the first part of my career, I never really had someone take me under their wing and offer to mentor me, either formally or informally. Mentoring was also, at that time not something regularly talked about, at least not in the companies I was a part of. Needless to say, I did not know that I needed a mentor or what benefits it could bring.

As I have moved throughout my career, I have had the privilege of being mentored by some fantastic leaders, both inside and outside of the HR community. They have taught me the value of that relationship and they have done it in a non-judgmental and uplifting way.

As I have learned from them, I have also learned the value and benefit for me when I seek out and mentor others. That old saying, "There is no unselfish act" definitely applies to mentoring for me. I typically get as much out of mentoring someone as the mentee does. I consider it an honor and am thankful to be able to mentor some of the up and coming leaders and professionals in our community.

For those of you thinking, "I don't have time for that", let me remind you that mentoring does not have to be a robust, scheduled program or process. Mentoring can be a quick phone call, befriending and helping someone new to a group or meeting (looking at you senior TAHRA members) or, it can be the more traditional monthly established calls and/or lunches.

I recently attended a community meeting of more than 100 people. The room was packed. I found myself at the far back, corner table, which was empty. A young lady sat down next to me and said not one word. I began a conversation and found out that she was a student at OSU-Tulsa and was attending at the request of her professor. She had never attended a meeting like this and admitted that she was nervous. I made sure to include her in the ensuing discussion, checked in with her a few times and gave her my card and information on TAHRA when we left.

The next day I received the nicest email from her, thanking me for helping to put her at ease and the offer to assist in the future. She assured me that she would be in touch. This is a form of mentoring AND it took no more or less time than I would have spent anyway.

If you achieved this point in your career without the assistance of a mentor, stop and think about how much easier it could have been with one and then... go do it! If you have achieved this point in your career with the assistance of some great mentors then... go pay it back! You know how awesome it is.

If you think you might like to find a mentor, come to TAHRA! We can help.

We all have something to offer and we all have an area of growth opportunity. Why not explore that through mentoring? This is a part of the journey of self-awareness and growth.

The HR Community has a busy April ahead. Hope to see you at DisruptHR and the State Conference!

Happy Spring, TAHRA Friends!

Kristi Spaethe, SHRM-CP, PHR
TAHRA President

A promotional poster for the DisruptHR event. The background is dark with a blurred image of a crowd at a conference. At the top center, there is a white square containing a black lightning bolt icon above the word "DISRUPT" in large, bold, black capital letters. Below "DISRUPT" is a white rectangular box with the text "THE REBELLIOUS FUTURE OF HR" in black capital letters. Below this graphic, the text "ARE YOU TIRED OF THE SAME OLD APPROACH TO HUMAN RESOURCES?" is written in white, bold, capital letters. At the bottom, the text "DISRUPT IS A NIGHT OF 5 MINUTE FOCUSED TALKS FROM PROFESSIONALS WHO WANT TO SHARE THEIR IDEAS ON HOW WE CAN ALL MOVE OUR TALENT THINKING FORWARD." is written in white, bold, capital letters.

DISRUPT
THE REBELLIOUS FUTURE OF HR

ARE YOU TIRED OF THE SAME OLD APPROACH TO HUMAN RESOURCES?

DISRUPT IS A NIGHT OF 5 MINUTE FOCUSED TALKS FROM PROFESSIONALS WHO WANT TO SHARE THEIR IDEAS ON HOW WE CAN ALL MOVE OUR TALENT THINKING FORWARD.

TAHRA is proud to support Disrupt HR 2018!

Thursday, April 5 | 5:00pm - 8:30pm |

Hard Rock Hotel and Casino - Sky Room

Tickets and info available [here](#).



LEADHR is approaching quickly!
Don't let this opportunity to learn about the latest market and industry trends, meet like-minded people, and expand your network of prospective partners and clients slip away!

This conference is right here in Tulsa at the Hard Rock Hotel and Casino on April 24-26, 2018.

The last discounted registration ends 4/10/2018!

[More Information Here](#)



Employer Workshop

May 16
8:30am-3:30pm
ConocoPhillips OSU Alumni Center
OSU-Stillwater

Earn up to 4 credit hours of HR
General credit for both SHRM and
HRCI

Details &
Registration:



This is a paid advertisement.



MERCER

MAKE TOMORROW, TODAY

TALENT TRENDS ROUNDTABLE

Hear the latest talent trends research to help you build, attract and retain your workforce for the future.

Mercer's 2018 Talent Trends study gathered the views of over 7,600 employees, HR professionals, and business executives across 44 different countries to explore how talent investment can truly make a difference in creating and sustaining a workforce for the future.

You are invited to join Brian Baker, Mercer's US Digital Workforce Leader, along with several of your peers in Downtown Tulsa at The Summit Club to learn more about how 2018 is shaping up to be a year of action, as organizations accelerate their transformation efforts in preparation for the future of work and their workforce.

Secure your spot now to discuss new workforce challenges and opportunities facing your organization. Walk away with insights and ideas to strengthen your talent and rewards strategy to attract and retain the right talent, align your business priorities for long-term success, and deliver a workforce for the future.

Please RSVP by Friday, APRIL 6, as space is limited.

This is a paid advertisement.

TWO LOCATIONS - Tulsa and OKC

[Register Now](#)

Thursday, April 12, 2018

9:45 - 10:15 a.m. - Registration & Networking
10:15 - 12:00 p.m. - Presentation & Refreshments

Regal Room on Britton
420 E. Britton Road
Oklahoma City, OK 73114

Thursday, April 12, 2018

2:00 - 2:30 p.m. - Registration & Networking
2:30 - 4:30 p.m. - Presentation & Refreshments

The Summit Club of Tulsa
15 W. 6th Street
Tulsa, OK 74119

ROI RETURN ON INCLUSION

WEDNESDAY,
MAY 16, 2018

COX BUSINESS
CENTER



REGISTER TODAY!

VISIT WWW.TAHRA.ORG



FEATURING
KEYNOTE
SPEAKER JOE
GERSTANDT

FEATURING THE KEYNOTE ADDRESS:

INCLUSIVE LEADERSHIP

Being an inclusive leader is not about "getting it," "embracing it," or having a killer business case for it...you have to actually do stuff, and Joe will help you figure out what that stuff is.



Lost at Sea

by Stefan Mecke, VP of Education

Over the years my family has developed a fondness for cruising to Caribbean islands. One cruise in particular taught me valuable lessons in communication and crisis management with two very different announcements and a hurried and heated decision.

First, A Captain over Engineering frantically pronounced the following over the intercom: "I regret to inform you that this morning at 0500 [5 am] an accident in the Galveston Bay caused 150,000 gallons of oil (the black, sticky and particularly heavy kind) to dump into the Bay. We will not be proceeding through the Bay to shore anytime soon."

Minutes later, A Captain over guest services beamed: "HEY KIDS!!! For those of you that had dreams last night of staying on this wonderful cruise vacation for an extra day, your dreams have come true!!! All of the ship's restaurants and venues have opened for your extra day at sea."

Within those few minutes, our young boys changed from terrified to elated and we left our cabin in search of fun. Fortuitously, we happened upon the ship's leaders carefully making a "go/no go" decision regarding whether to (i) stay out at sea and

clear of the Bay, or (ii) proceed to shore before the oil spill expanded. One said: "OK...so we are all in agreement?" The Captain over Engineering responded: "but wait...what if the oil gets into the ship's engines...what then?" The ship ultimately returned safely to shore.

Dealing with a crisis of the magnitude experienced by the cruise ship Captains can certainly be challenging. In our profession we are often assisting others with crisis situations. People turn to us when they feel lost at sea and in need of help navigating the rocky waters they experience in their personal and professional lives. We, like the cruise ship leaders, are also often called on to assist with and to resolve issues that have very serious consequences and financial ramifications to the individuals themselves, and oftentimes their families and others close to them. The cruise ship leaders made the best "go/no-go decision" they could with the expertise and information available to them at that time, despite being forced to make a quick decision due to factors beyond their control. As each minute passed, the situation could have worsened due to the changing composition and expansion of the oil in the Bay.

Like the ship's captains, we also face difficult situations with unclear outcomes. Oftentimes, we are initially pulled into situations for our knowledge. Sometimes I feel like our profession is really that of "information brokers." We are the subject matter experts that others rely on. Having knowledge alone, however, is not enough to be a truly wise advisor. We must provide our knowledge with courage to truly assist those in need. It is not enough for us to know what to do and when action should be taken. We, like the cruise ship leaders, must also be brave enough to follow through.

Member Spotlight

This month, as we continue our member spotlight, we want to feature Shae Factory. Shae is a Social Media Recruiter at US Beef Corporation. She has been an active TAHRA member since 2013 and is a member of the TAHRA ambassadors. She has recently accepted a board role as the hospitality chair. We are fortunate to have her and thought you might want to know a little about her. If you haven't had the pleasure of meeting her, introduce yourself to her at our next meeting!

Overview of your past experience:

US Beef Corporation; Social Media Recruiter

Faith Technologies; Recruiter for Journeyman Electricians

Dollar Thrifty Rental Car; Northeast Regional Recruiter; traveled to NE (Philly to Boston) hosting job fairs for my teams

River Spirit Casino; HR Generalist

Okmulgee Middle School; Speech & Drama teacher

What do you enjoy about your role? I love having the freedom to be creative in my role as a Social Media Recruiter, and the flexibility to assist others better their

careers.

Years with TAHRA: 4

What is your favorite part of your TAHRA membership? My favorite part of my TAHRA membership is that I get the chance to reconnect with former colleagues at meetings, as well as meeting new and current members to build an amazing network.

What do you do when you are not at work? I love to binge on Netflix or lose myself in a John Grisham book where I can actually turn the pages! I also enjoy riding our Harley with Hubby on warm sunny days.

Who is your hero and why? I am a huge sports fan, and have looked up to many players over the years; but the one player that stands out the most to me is LeBron James. He is not only passionate and inspirational, but he is also very caring and giving of others through his Foundation. He has far exceeded his goals and continues to push and guide others to greatness. Most important of all, he remains humble.

What is your proudest accomplishment and why? My greatest accomplishment was realizing that I had more potential than I thought. I have a diverse professional background, and I feel I finally found a home in the HR field and have truly enjoyed my roles in the different industries over the last ten years. I have to give full credit to my former director for pushing me to pursue my PHR certificate to advance my career. I had only been in the HR field for a year, and the class was difficult because my employer was a sovereign nation, and the rules were a little different. Due to his support, I received my PHR, and promoted to a new position immediately.

If you could eat one meal for the rest of your life, what would it be? Does Chocolate Gelato count as a meal? No? Ummm... okay, then I will take hubby's homemade pizza and shrimp tacos served up with a glass of Moscato, AND chocolate gelato, of course. :)

Welcome to our newest members!

Leslie Parnell, Berry Global, Inc
Robert Dyke, Mercer - MMC
Sharon Pullen
Meg Vavrck, Tulsa Federal Credit Union
Pam McGuffin
Susan McKinzie, Explorer Pipeline
Brittany Ringle, Williams
Paige Raby, Cherokee Nation Businesses
Richard Terry, Paycor
Cambry Standridge
Lisa Foster, Cust-O-Fab, LLC
Skip Eller, Manhattan Construction Company

Note: We will not have a Program Meeting or a Learning Lab in April so that you may attend the OKHR State Conference!



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)