



Newsletter

Message from the President

For those of you that were able to attend the State Conference at the end of April, thank you and Wow! We had record attendance and I am pumped up with new ideas and energized by the great networking opportunities.



The last session I attended at the conference was presented by Jerrod Murr on the "Culture Clash". This was a great way for me to end the conference. The entire session was extremely valuable, however, one specific piece stood out to me.

As I came in to the session, Jerrod asked us to share our thoughts on culture. I shared with my seat mates that I am sometimes afraid to engage others with honest questions about their culture and backgrounds because I don't want to offend anyone. Jerrod helped me out without knowing he was specifically answering my fear. During the session, he sat down next to a female attendee. After learning the attendee's name, Jerrod engaged her in conversation about their possible differences in backgrounds, experiences and culture. They proceeded to have a great conversation about her background, found similarities in their life experiences, and no one was offended in the process. It was actually pretty straightforward and the attendee confirmed that she appreciates this kind of engaged dialogue rather than being put off by it.

What a great learning lesson for me! Although the conversation was straightforward, it takes vulnerability and sometimes a bit of putting yourself out there to move the needle, but we need to move the needle! Be bold, respectful and curious, TAHRA friends.

What else can we do to be a part of the solution? Are there areas of our personal and/or professional life that maybe warrant another look? Is your circle diverse? Are there co-workers that you could engage with and get to know better and even learn from? Are your social experiences diverse? Do you always eat at the same restaurants in the same part of town, see the same types of movies, read the same type of books?

This, of course, is not an all-inclusive list, but I encourage you to think outside of the

box. How can it start with you or continue with you?

May is the month for our biennial Return on Inclusion Summit. We have a fantastic line up of “needle movers” ready to give you tips and tricks. Please get registered today!

I hope to see you there so we can do this together.

Kristi Spaethe, SHRM-CP, PHR
TAHRA President

2018 ROI Summit

Wednesday, May 16
8:45am - 3:45pm
Cox Business Center
100 Civic Center, Tulsa 74103



presented by TAHRA

Registration closes Friday, May 11th!

The Return on Inclusion (ROI) Summit is Oklahoma’s largest professional diversity and inclusion (D&I) conference. Hundreds of executives, HR pros, and civic and nonprofit leaders attend this biennial event - and this year, you can be a part of it too. Workshops include: Religious Inclusion, Hiring for Inclusion, Intergenerational Dynamics, Employee Resource Groups, Are we Racially Aware? White Racial Identity in the Workplace and more.

Our 2018 Keynote Speaker

Joe Gerstandt brings new clarity and fresh practices to diversity and inclusion work. Joe has worked with Fortune 500 corporations, small non-profits, and everything in between. He speaks at numerous conferences and summits, and blogs at joegerstandt.com. He is a featured contributor for the Workforce Diversity Network Expert Forum and his insights have been published in Diversity Best Practices, Diversity Executive, HR Executive, The Diversity Factor, The American Diversity Report, the Corporate Recruiting Leadership Journal, Associations Now, other print and on-line journals and he co-authored the book Social Gravity: Harnessing the Natural Laws of Relationships.

Registration Information

You may register for standalone events (executive breakfast or the lunch keynote address) or register to attend the entire summit.

7:30am - 8:30am | Executive Breakfast

Exclusive opportunity for CEOs and high-level executives to have an open dialogue about inclusive and diverse leadership facilitated by nationally renowned speaker Joe Gerstandt.

8:45am - 3:45pm | ROI Summit (includes Keynote Lunch)

As part of registration, participants pre-select both an AM workshop and a PM workshop to attend. We are proud to have speakers from Tulsa and across the nation. ROI 2018 will be full of networking opportunities, informative talks, and invaluable professional development opportunities.

11:15am - 1:00pm | Lunch Keynote - Inclusive Leadership

Leaders play a critical role in providing an inclusive employee experience, and research suggests that the wrong kind of leadership is one of the biggest barriers to inclusion. Even if we see the importance and value of inclusion intellectually, in the moment it makes life a lot easier if everyone just thinks and acts in the same ways. Starting with a simple, but actionable framework for understanding inclusion and what it means to be included, Joe outlines a basic toolkit for inclusive leadership.

Registration Fees

ROI Summit (Summit and Lunch) - \$50

Lunch Keynote Only - \$30 | TAHRA Member - \$20

Nonprofit, Student, Veteran, Educators and Senior discount rate (Summit and Lunch) - \$30

[Register now](#)

TAHRA Networking Event
Wednesday, May 16th
4:00pm - 7:00pm
W XYZ Bar - Aloft Downtown

Join us after the Return on Inclusion Summit for debriefing from the day of events. We will provide drink coupons, appetizers and a place to unwind with your peers.

[Sign up](#)

May Learning Lab

#MeToo, #YouToo and #WhatToDo

Thursday, May 24, 2018 | 2:30pm - 4:30pm |

Presented by Mike Shaw

In this informational and practical presentation, we will explore the highlights and lowlights of the #MeToo movement. We'll discuss the repercussion of under and over reaction both to employee morale and the companies P&Ls. We'll talk real world examples of what to do when an investigation is clearly conclusive, and what happens when it is not. Perhaps most importantly, we'll review great examples of a consistent practice that enables HR practitioners to lead the #YouToo movement. After all, it's time we align our anti-harassment policy from words on paper to practical application in your workplace.

[Register here](#)

Not In Our Workplace:
How to Protect Your Employees and Company From Sexual Harassment

[DOWNLOAD NOW](#)

HUB

This is a paid advertisement.

June Learning Lab
Is Your Back to the Future? A Leadership and Management Analysis

Thursday, June 28, 2018 |2:30pm - 4:30pm|
OSU Tulsa North Hall Room 106

Great Scott! Who's leading and managing our group? This fun and energetic

experience analyzes three characters from the popular 80's movie trilogy, "Back to the Future". Using clips from the movies and an interactive tool, Dan identifies 10 attributes that reflect HR professionals who face the future.

After engaging in the experiences within this presentation, the HR learner will have the opportunity to:

- Identify, understand, and exercise 10 leadership and management attributes that reflect forward-looking / thinking HR professionals.
- Effectively use the 10 attributes (See #1) to assess personnel.
- Identify, understand, and assess personal and organizational levels of awareness (LOA).
- Effectively apply the LOA knowledge to develop (increase) accountability, communication, and empowerment.

Sign up

Welcome

McAfee & Taft is pleased to welcome **Kirk Turner, Jake Crawford, Samantha Marshall** and **Harrison Kosmider** as the newest members of the state's largest labor and employment practice, perennially top-ranked in Oklahoma by the *Chambers USA Guide to America's Leading Lawyers for Business*.

McAFEE & TAFT

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Kirk Turner



Jake Crawford



Samantha Marshall



Harrison Kosmider

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College Relations Updates

by Brittany Currier, College Relations Chair

The college relations committee would like to share some updates (below) with our members. If you have any questions, please contact bcurrier@barracadastaffing.com.

- We have met with professionals at OSU Tulsa to discuss ways TAHRA can partner with their HR related programs, including their students and professors. OSU Tulsa would love to see more working HR professionals

come to speak to their classes and would love more help from local business on their projects to be able to experience real working examples and data. **If you would be interested in speaking for a class of students or if your business would be willing to help with student project please email me at bcurreier@barracudastaffing.com.**

- A focus group has recently come together to support young, emerging and transitioning professionals. The aim of this focus group is to develop ideas for a mentor program and ideas for other resources that TAHRA can provide to help young, emerging and transitioning professionals get and stay plugged in to Tulsa's HR community. This is open to anyone and the next meeting will be held on May 22nd at 11:30 AM. The location is TBD but please check the TAHRA website soon for more information.

Q & A with Workforce Tulsa

What is Workforce Tulsa?

We are an economic development nonprofit that connects companies in the Tulsa area with job-ready talent via public/private partnerships.

Are you a staffing firm?

No. We have account reps who work with companies to understand their needs, but we are not a staffing firm. We also don't compete with staffing firms. We collaborate with staffing firms, and we help them to source if that's what the employer requests.

I've heard your candidates are unskilled is that true?

With the tight labor market, virtually everyone who has a skill and shows up has a job, so most of the people we see have some kind of hurdle to employment. We work with all of them to get them job-ready which means paying for education/training to ensure they have a credential that our Tulsa area employers are looking for. We place people in accounting/bookkeeping, healthcare, welding, machining, truck driving and several other skilled positions. We love to work with employers to help them create the workers they're looking for.

If I interview someone who is not quite right for a position, but trainable, can you help me?

Yes. We offer several options where we pay all or part of the wages for people who are getting up to speed.

How can I ensure the resumes you send me are the ones I really want to look at?

We get to know a company well before we ever refer anyone. For every five people we refer, one is hired, which we think is a great ratio.

Check out Workforce Tulsa on their website at workforcetulsa.com.



There is no better place for HR professional development than SHRM's Annual Conference & Exposition. By attending, you'll gain the tools and resources you need to implement successful HR practices – which help your company succeed.

<https://annual.shrm.org/>

Investing in You! Taking time to sharpen the saw

by Heidi Hartman, OKHR State Council District Director-East

Steven Covey wrote about making sure we take time out to sharpen the saw. When we do, it can enhance our productivity, help us come up with some creative ideas and make connections that allow us to grow.

There are multiple opportunities to sharpen the saw, but we should be intentional about carving out time to invest in our selves year-round. There are typically a few times a year we focus on this – around performance reviews and beginning of the year when we set our goals. What are you doing to focus throughout the year?

Last week was action packed with the OKHR State Conference which brought 680+ HR folks together. We had lots of opportunities to learn from break-out sessions, visiting the book store, but best of all, connecting with other HR practitioners to share information. I was lucky to see many of you there!

As soon as the last speaker session was over, I sprinted to the car to head to Durango, Colorado for our daughter's graduation. With a 13-hour drive ahead, I had packed books and downloaded some TED Talks I wanted to hear. Our daughters tease me because I often have my nose in a book – and they are almost always about leadership or team development.

One way to invest in ourselves is through program meetings, learning labs and conferences, but we also have lots of low and no-cost ways to keep our saw sharp. The good news for me is with Megan graduated – we got a raise and I can afford more books! Hope to see you all at the ROI summit and remember to be intentional my friend and invest in yourself to keep your saw sharpened.

See you soon - Heidi

SHRM Announces New Credential for Talent Acquisition Pros

In recognition of the key role being played by talent acquisition professionals in today's challenging

environment, the Society for Human Resource Management (SHRM) has developed a new [Talent Acquisition Specialty Credential](#). Targeted to launch in June, this credential from SHRM is designed to help talent acquisition professionals distinguish their expertise and build their credibility within their organizations.



[More info](#)

Survey Opportunity

Dr. Krystal Brue, SPHR, SHRM-SCP is an Assistant Professor for the School of Graduate and Professional Studies at Cameron University. She is conducting a research project regarding how the #Metoo movement and EEOC Task Force recommendations have impacted organizational anti-harassment initiatives. The study examines the extent to which existing HR practices and organizational cultures align with the EEOC's 2016 recommendations. We also hope to examine actual or planned organizational responses to the #MeToo movement, as well as organizational attitudes towards the claim that #MeToo will impact meaningful change in workplace culture. We have developed a short online survey based on the EEOC's recommendations and would like for HR practitioners associated with OKHR to complete it. Participation is voluntary and anonymous; the survey should take 10-15 minutes to complete. Direct identity information will not be collected and you can withdraw from the survey at any time. Additionally, our study has been approved though OU's Institutional Research Board.

The survey can be found at:

http://cameron.co1.qualtrics.com/jfe/form/SV_6tEU3b4DGBBy4T5P.

You can start, stop, and restart the survey as needed. The survey will be open over the next 4 weeks. Thank you in advance for your time.

If you have any questions, Krystal Brue can be reached by email at kbrue@cameron.edu.

Welcome to our newest members!

Abbigail Garringer Student
Ashley Lynn Folds of Honor
Anna Gross Tulsa Area United Way
Biani Segovia Ruffin Properties
Allison Flanders BlackHawk Industrial
Sherry Bates AAON Inc
Claudia Story Rogers State University
Julie Gusman MESA
Molly Stasell Emerson Automation Solutions
Amy Martinez Student
Erin Vierthaler Verizon
CherLiesa Boyd Student

Victoria Whittaker Paychex Inc
Donna Johnson Sprouts Child Development Initiative, Inc
Michelle Seek Equity Insurance
Emily Steward Montereau, Inc

Note: We will not have a Newsletter in June or July. Stay connected by checking your TAHRA emails and visiting our website.



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)