



## Newsletter

### ***Message from the President***

Happy Fall, Y'all!

I can't believe I said that. (Sorry, not sorry) But really, Happy Fall. I hope yours is great!



I've been doing some speaking and networking recently and I've noticed that there is a common theme that I always come back to. No matter the subject, I seem to be a broken record about self-awareness. Apparently, I think this is key to everything that we do as HR Professionals and Leaders in our organizations. And I say this because, I can't stop talking about it.

Self-awareness is the conscious knowledge of one's own character, feelings, motives and desires. Very simply put, it's knowing yourself, what makes you tick, and being aware of yourself in different situations.

I've determined throughout my career that self-awareness is crucial to professional maturity and to the ability to grow. I've told you before that I think we do our best growing during uncomfortable times, but this only happens with self-awareness. Self-awareness not only helps us grow but also helps us to be better leaders by understanding our preferences and then using our emotional intelligence to meet people where they are (Platinum Rule, not Golden Rule).

So how do you get started down this path of self-awareness or continue if you are already on the path? These are some of my tips and tricks that I have used with success. This is by no means an all-inclusive list. As I sometimes say, take the good and leave the rest. And, do your own research to see what will work for you.

- Use a personality profile that gives all the grit, not just the nice part. Learn your stressors, motivators, drivers and then pay attention to them, especially during stressful situations.
- Journal, or makes lists or spreadsheets or whatever works for you. The point here is to reflect. Use your radar to dissect those uncomfortable situations and reflect internally. What could you have done differently?
- Talk to your "Personal Board of Advisors". Ask for feedback and then use it!

- Sit in the ick. This is a phrase I used recently and it seems to stick. When you are in an awkward or uncomfortable situation, sit in it. Figure out what is making you uncomfortable and then create an action plan to deal with it.

When we all practice self-awareness, our teams and work environments get more collaborative and cohesive.

I hope I see you soon!

Kristi Spaethe, SHRM-CP, PHR  
TAHRA President

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## **October Program Meeting**

Wednesday, October 17 |11:15am - 1:00pm|

DoubleTree by Hilton Hotel Tulsa - Downtown

### **Diversity and Inclusion Panel Presentation**

Moderated by Justice Waidner Smith, MA

Diversity and Inclusion Manager of ONEOK

Panel Members:

- Kate Tillotson, Oklahoma Regional Coordinator at NextOp Veterans
- Torrel Miles, Ability Resources, Inc
- Jose Vega, Program Director of Oklahomans for Equality
- Shalynne Jackson, Senior Diversity and Inclusion Consultant for ONEOK

Diversity and Inclusion is imperative in today's workplace. A diverse, supportive and respectful workplace has a myriad of benefits: increased engagement, productivity and innovation to name but a few. In short, it impacts the overall success of a company. Employees must commit to treating all people equally regardless of gender, race, ethnicity, political or religious beliefs, sexual orientation, gender identity and/or cultural background. Setting clear expectations of employees and providing regular diversity and inclusion development opportunities enhances the likelihood of achieving a competitive business advantage through a diverse workforce. This panel presentation will include local professionals offering insight and experience on how D&I has evolved, challenges employers face, best practices and perspectives for the future.

[Register here](#)

*Sponsored by:*



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## October Learning Lab

Thursday, October 25 |2:30pm - 4:30pm|

OSU Tulsa North Hall Room 106

### Building Talent with DEI Muscle (Diversity Equity and Inclusion)

Presented by Kuma Roberts

Tulsa Regional Chamber of Commerce

As your business grows, it's critical to find the best talent to grow with your business. If tired you're tired of seeing the same candidates for every position and are wondering where all the great talent is hiding, attend this workshop on bridging the talent gap and thinking outside the box to get the talent you need!

#### Takeaways:

- Understanding the role of cultural competency recruiting talent
- Unique sources for sharing opportunities to diverse populations
- Creating inclusive culture for dynamic organizations

Sign up



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STATE UNIVERSITY

Join us for an  
informative  
breakfast on  
Degree  
Completion,  
Continuing  
Education &  
other options  
to enhance  
your future!

## Business & Breakfast

### Save the Date

Thursday, Nov. 1, 2018  
8 a.m.

Free Hot Breakfast

NSU-Broken Arrow  
Admin. Services Building  
3100 E. New Orleans St.

Register by October 29

[www.nsuok.edu/ce](http://www.nsuok.edu/ce)

## TAHRA Employment Law and Practices Seminar

Thursday, November 1 |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 Medical Marijuana in the Oklahoma Workplace, Sexual Orientation/Gender Identity, Managing Leaves of Absence under the Family and Medical Leave Act, the ever-popular Stump the Lawyer (featuring Kirk Turner and Jake Crawford), and other important topics that every HR practitioner or attorney should know and understand.

- Early Registration - \$180 if paid by October 18th, 2018
- \$140 per person for entities registering three or more by October 18, 2018

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



Engaging the 5  
Generations That Make  
Up Your Workforce -  
Find Out How

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HUB

This is a paid advertisement.

## Take the Lead. Become SHRM-Certified.

Earn the SHRM Certified Professional (SHRM-CP<sup>®</sup>) or SHRM Senior Certified Professional (SHRM-SCP<sup>®</sup>) and prove your knowledge, competency and value to colleagues and to employers looking for a competitive edge in today's global economy.

TAHRA is now offering a SHRM Learning System study group to expand your HR knowledge and competencies to prepare you for SHRM certification exams.

This study group is scheduled for Friday, October 26 - Sunday, October 28 and is designed for individuals interested in preparing for the SHRM-CP/SHRM-SCP exam, achieving professional advancement and building confidence for addressing today's HR challenges. Purchase of SHRM Learning System is required (\$515).

### **Study Group Tools: 2018 SHRM Learning System**

This study group is based on the SHRM Learning System, a comprehensive exam preparation tool that combines online learning modules and interactive study tools based on the SHRM BoCK to help understand and apply behavioral competencies & HR knowledge.

To sign up for this course please contact [admin@tahra.org](mailto:admin@tahra.org).

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### **Collaboration & Respect over Divisiveness**

by Heidi Hartman, MHR, SHRM-SCP, SPHR, OKHR State Council District Director - East

October is a time of PSL (pumpkin spice latte), colorful fall leaves, pumpkins and a focus on inclusion and diversity. In our roles in HR, not only do we have work to do within our organization but also outside of our organizations with inclusion and diversity. Everyone we meet has biases, and diversity and inclusion is a journey for us all.

Each of us can step up and speak up when we see others who are not being treated fairly by being an ally. Some keys in being an ally:

1. Get comfortable in your own skin and be an equal partner taking a stand against oppression.
2. Spend time with people different than you, be open, suspend judgement and ask questions.
3. Speak positively about people who are different than you.
4. Model behavior and be vulnerable.
5. Don't make assumptions, create a safe space, listen and learn.
6. Question your own beliefs and when you make mistakes learn from them.
7. Assess your progress and grow.
8. Develop relationships with people who can be a sounding board.
9. Speak up in a respectful way and challenge inappropriate comments, questions, jokes or remarks.
10. Remember it is a journey and we influence one person at a time.

Start where you are, be open and speak up.

See you soon - *Heidi*

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**Know someone outstanding in HR? A role model for others? HR professional new to the field and amazing? Nominate them for a prestigious award TODAY!**

As a TAHRA member, you have the opportunity to recognize 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 (3 year minimum) 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.

The award consists of a \$500 cash donation to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter.

### **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.

The award consists of a \$300 cash donation to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter.

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

Please submit nominations by Friday, October 12th.

Self nominations are allowed and encouraged.

Criteria for the awards include: categories of self development; chapter contributions; community and civic involvement and leadership.

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## **STATE OF INCLUSION**

Tulsa Regional Chamber of Commerce - Mosaic

October 31, 2018 |8:30 am - 10:30 am|



Formerly known as the Economic Inclusion Forum and hosted by Mosaic, the Chamber's diversity and inclusion council, the State of Inclusion aims to elevate the importance of equity, inclusion and diversity for regional economic progress. The event will feature a keynote presentation from Mike Dillon, chief diversity & inclusion officer of PwC U.S.

Dillon drives the firm's strategy around dimensions of diversity – including gender, race, sexual orientation, gender identity, cognitive and physical ability, and religious beliefs – to help recruit, develop and retain talented professionals who bring diverse perspectives to PwC's culture and clients. The nearly 170-year-old company's reputation as a leader in diversity and inclusion practices has earned accolades from organizations like DiversityInc, Working Mother, the Human Rights Campaign and the US Business Leadership Network.

[Click here to view more details.](#)

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## **Career Fair 2018 GOODWILL INDUSTRIES OF TULSA**

Edgar J. Helms Center

Thursday, October 18, 2018 |10:30 a.m. - 1:30 p.m.]

Employers still being accepted.

\$75.00 Registration Fee - Fee includes lunch for 1 representative.

[Click here for more details.](#)

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

Wendy Parkhurst - Grace Hospice of Oklahoma, LLC

Torii Ransome Freeman - YWCA Tulsa

Jennifer Dickson - ONX, Inc.

Mary Ebersole - Rivercross Hospice

Cindy Giddings - Gallagher Benefit Services

Jessica Mattox - Oral Roberts University

Dana Deason - BlackHawk Industrial

Neha Ghelani - Paradigm Shift

Sarah Wass - Latshaw Drilling

Julia Dixon - Latshaw Drilling

Catheryn Ackenhausen - CAP Tulsa

Brent Moore - Target Corporation

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[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)