



Newsletter

Message from the President

Hello TAHRA Friends,

I'm horrible at goodbyes. Really, I get even more awkward than my normal level. But...



This isn't really goodbye, just my last article as your President. And what a ride it has been.

Since I have a captive audience (maybe), I wanted to take a minute and reflect on the last year.

I started my term by telling you that the board wanted to move the needle and I think we did. We took feedback from the survey and implemented it in programming, events, and logistics. We held an event around mentoring and created a group to serve transitioning professionals, all feedback from you. From a behind the scenes standpoint, the board went through the strategic planning process and we now have a host of great goals and initiatives to work on for the next several years.

As I have urged you from the beginning, we want this organization to be what serves you and our HR community. Please tell us what that is. We welcome and encourage any feedback, positive or negative, that you have for TAHRA. We are here to serve you.

I am so happy that I had this opportunity and am excited to continue in TAHRA's journey.

You're in great hands!

Kristi Spaethe, SHRM-CP, PHR
TAHRA President

President - Dixie Agostino, SHRM-SCP, SPHR, CPC

President Elect - Ashley Philippsen

Past President - Kristi Spaethe, SHRM-CP, PHR

VP - Programs - Rhonda Siex, SHRM-CP, PHR

VP - Membership - Alyse McDaniel

VP - Leadership Development - Nancy Gunter, SHRM-SCP, SPHR

VP - Legislative - Jake Crawford, J.D.

VP - Public Relations - Jackie Ramage, SHRM-CP

VP - Diversity - Shalynne Jackson, MHR

VP - Education - Stefan Mecke, JD, MBA, SHRM-SCP, SPHR

Treasurer - Donna Fletcher, SHRM-CP, PHR, CCP

Board Member at Large (Sponsorship/SHRM Foundation) -

Angela Kraft

Board Member at Large (Community Relations) - Jacci Green, SHRM-SCP, SPHR

Board Member at Large (Projects) - Ryan Fox, SHRM-SCP, SPHR, CCP, CBP

College Relations Chair - Liesa Boyd

Registration Chair - Melissa Lockhart, SHRM-CP, SPHR

Workforce Readiness Chair - Katrina Dougan, SHRM-CP, PHR

Certification Chair - Penny Horton, SHRM-SCP

Registration Chair - Shae Factory, SHRM-CP, PHR

Chamber Liaison - Kuma Roberts

December Learning Lab

Thursday, December 6 |2:30pm - 4:30pm|

OSU Tulsa North Hall Room 106

Setting a Winning Cadence in an Environment of Constant Change

Presented by Scott Cooksey

Today's work environment is in a state of constant change making it difficult to maintain a sense of momentum and control. Successfully influencing leaders across today's rapidly shifting terrain requires employees at all levels to demonstrate tremendous levels of commitment, coordination, and communication.

At this lab, participants will learn illustrative examples and practice using tools and techniques designed to guide HR professionals to adjust to what is out of their control by focusing on what is in their control and identifying opportunities to stay on track.

Registration for this event has closed, but if you would like to attend please send an email to admin@tahra.org.

TAHRA Member Appreciation Event

Thursday, December 13 |4:00pm - 7:00pm|

Got Wood Axe Throwing, Jenks

Got a craving to throw an angry axe? Join us for our member appreciation event

at Got Wood Axe Throwing in Jenks! What could be better than throwing axes? Throwing axes in your ugliest Christmas sweater! So come on out with your best and most ridiculous holiday gear!

Drinks and food will be provided. This member appreciation event is open to all TAHRA members and one guest. Prizes will be awarded! You don't want to miss this!

RSVP



Get Paid for Having an Opinion!

Hogan Assessments, a Tulsa-based personality assessment publisher, is conducting market research and needs your help. If you oversee the purchase of third-party tools used for hiring or employee development programs, you can make \$50 just for giving your opinion. Sessions will only take 30-45 minutes and scheduling is flexible.

To sign up go to <https://www.hoganassessments.com/tahra/> or email jrich@hoganassessments.com.

About Hogan

Grounded in more than four decades of validated research, our assessments were the first to scientifically measure personality for business. Today, we are committed to the same spirit of innovation that helped us become the industry leader. Inspired by the Civil Rights Act of 1964, which made discrimination illegal in the hiring process, our founders were dedicated to developing non-discriminatory personality assessments. Our assessments allow employers to eliminate any potential bias based on gender, ethnicity, and race as part of the selection process.

This is a paid advertisement.

January Program Meeting - Volunteer Recognition
Wednesday, January 16 | 11:00am - 1:00pm|
Location: Stoney Creek Hotel and Convention Center

Developing Your Personal and Professional Brand

Presented by Tracy Spears

This interactive session will show the importance of continuing personal development in the workplace. It will highlight the value of a personal brand and how it influences performance & relationships. Participants will learn how to leverage and manage their personal brands to increase their influence and effectiveness.

At this program we will honor and recognize our volunteers and members celebrating a milestone TAHRA anniversary. We will also present the 2018 New Professional Award, Richard Messer Excellence in Human Resources Award and President's Volunteer Award. Come and celebrate TAHRA with us!

The schedule for this meeting will be:

10:30 - Registration opens

11:00 - Lunch begins

11:15 - Celebration of TAHRA

12:00 - Speaker

Sponsored by:



[Register](#)

January Learning Lab

Thursday, January 24 | 2:30pm - 4:30pm |

OSU Tulsa North Hall

No More Phony Feedback - Giving Effective Feedback

Presented by Kevin Fuselier

Providing feedback is an essential part of everyone's job. If you are a leader, you may need to provide feedback to your direct reports, peers or upper management. If you are a co-worker, you may need to give feedback to your peers or your supervisor. There are also many situations where you may be asked to provide input such as, day-to-day assignments, on projects, during interviewing situations, or when things go wrong.

This presentation examines some of the common struggles with providing useful feedback and how to overcome them. Participants will be able to role play the

approaches during the session and ask questions to clarify how to practice these behaviors in the workplace.

Sign up



Serving Our Members. Inspiring Our Community.

Visit us at [TulsaFederalCU.org](https://www.tulsafederalcu.org) or call our Member CARE Center at 918.610.0200.

Federally Insured by NCUA

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15 LOCATIONS | FREE TRANSFUND ATMS | 7 COUNTIES
MOBILE DEPOSIT | MOBILE BILL PAY | ITMS

This is a paid advertisement.

SHRM membership plus TAHRA membership is a perfect combination. But for SHRM-certified professionals, tis the season to snag a good deal.

Act now! Don't let your credential expire!

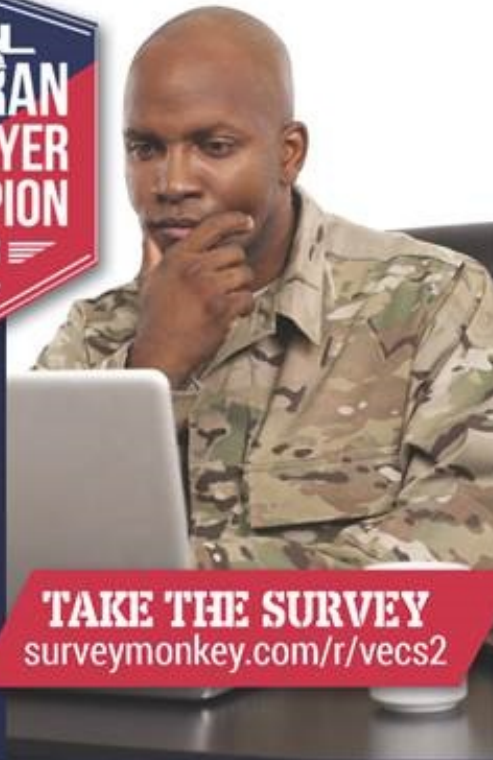
We are nearing the end of the year and this is a perfect time to complete your To-Do-List and submit your SHRM Recertification application. As a member of your SHRM Chapter, we are pleased to share an exclusive code for \$15 off the SHRM Recertification fee for all applications submitted on or before December 31. Don't delay! Take advantage of this time sensitive \$15 off promotion and recertify your SHRM-CP or SHRM-SCP credential.

Please use code **15OFFCSC** when prompted on the payment page of the Recertification Application.

VETERAN EMPLOYER CHAMPION SURVEY

HOW DOES YOUR ORGANIZATION SUPPORT VETERANS?

We are asking employers to take a few moments to complete the Veteran Employer Champion Survey as a means to recognize military-friendly employers, build an employer network and create programming and peer learning for the region and state.



If your organization recruits or employs veterans, or is exploring getting involved with veteran recruiting, we want to hear from you.

This is the second year of the survey, which will be available to take from 10/22/18 – 2/1/19. We look forward to your feedback. Thank you!

TAKE THE SURVEY
surveymonkey.com/r/vecs2

2018 CHAMPIONS

American Electric Power/ Public Service Company of Oklahoma	Enterprise Holdings FlyingTee
Baker Hughes, a GE Company	Goodwill Industries of Tulsa
Blue Cross and Blue Shield of Oklahoma	Lowe's
CenturyLink	Northeastern State University
Chesapeake Energy	ONEOK
	Spirit AeroSystems
	Tactical Electronics

FOR MORE INFO

Please contact Denise Reid
at denise@denisereid.com
or visit [csctulsa.org/
veteran-employer-champions](http://csctulsa.org/veteran-employer-champions)



Welcome to our newest members!

Renga Samy - Student
Shamira Burks - Wyndham Tulsa
Conrad Buchner - Hideaway Pizza

Sarah Stisser - Ross Group
Marlyn Jones - EHI Holdings Inc
Jovanna Carey - Big Brothers Big Sisters of Oklahoma Inc
Ramona Mays - Saint Francis Health System
Jody Wink - Saint Francis Health System
Tammy White - Tulsa Federal Credit Union
Kristen Miller - Energy Products
Sharice Noles - Healthcare Accounting & Billing
Adriana Scott - Lionheart Consulting
Shelley Hughes - HUB International

Mark Your Calendars!

- **Learning Lab**

Setting a Winning Cadence in an Environment of Constant Change

Thursday, December 6 |2:30pm - 4:30pm|

- **TAHRA Member Appreciation**

Axe Throwing (Wear an ugly sweater!!)

Thursday, December 13 |4:00pm - 7:00pm|

- **Program Meeting - Volunteer Recognition**

Developing Your Personal and Professional Brand

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- **Learning Lab**

No More Phony Feedback - Giving Effective Feedback

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- **Need to renew your SHRM Membership?**

Want to give yourself an early holiday gift? Know someone else who needs to renew? Use code **CHAPTER25** to save \$25 when you renew by December 31, 2018.

Click [here](#) to view our calendar!





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)