



## Newsletter

### **TAHRA Compensation and Benefits Survey Now OPEN!**

The Tulsa Area Human Resources Association (TAHRA) is excited to announce that we are in the process of collecting data for a Compensation and Benefits survey specific to the Tulsa market.

We are compiling this survey to provide value to organizations just like yours, so partnering directly with you to obtain needed and valuable information is crucial to secure accurate data. We want you to participate in this survey. Participants of the survey, as well as TAHRA members will receive considerable discounts to purchase the survey. The survey is scheduled to close August 26th, so register today!

If you are not the person in charge of compensation and benefits for your organization, we would appreciate you forwarding this information to the appropriate person.

If you have participated, thank you. If you have signed up to participate, please complete survey before August 26th.

To sign up to complete survey, please click [here](#).

To learn more about the survey, please view our website [here](#).

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### **August Program Meeting and Supervisor Training**

Wednesday, August 21

Program Meeting |11:15am - 1:00pm|

Supervisor Training |1:30pm - 3:30pm|

Stoney Creek Hotel & Conference Center - BA



### **Recent Developments in Labor and Employment Law**

Presented by Kirk Turner, JD

Kirk Turner of McAfee & Taft will provide an update on recent developments in state and federal labor and employment law. He will provide attendees with

updates on recent litigation, regulatory and legislative developments affecting public and private employers of all sizes and the Human Resources profession.

Immediately following this program meeting, Kirk will conduct a two hour training session for managers and supervisors. He will provide education and training in the critical areas of harassment and discrimination prevention in light of the #MeToo movement, the impact of the #MeToo movement on the workplace and the importance of managing employees to avoid claims of harassment and discrimination. The workshop will also include a special session on the attributes of a leader from a lawyer's perspective, which will focus on the importance of character of leaders in managing employees' performance and behavior.

- The fee for the supervisor training is \$70 per person and registration is in addition to the program meeting (\$20 Members, \$30 Guests).
- Register six (6) or more individuals for the supervisor training from the same company and receive the discounted rate of \$60 per person.
- Registration will be limited, so reserve your spots today!

Sponsored by:



[Register here](#)

## August Learning Lab

Thursday, August 29 |2:30pm - 4:30pm|  
OSU Tulsa North Hall Room 106

### Developing OKRs – THE Structure to Align and Focus Execution throughout Your Company

Presented by Robert Benson, SPHR

OKRs – Objectives and Key Results – have been used to drive achievement at iconic brands such as Google, Intel, the Gates Foundation (and even Bono's One Foundation – how cool!). They raise to the surface your organization's most important work, focus and align the team, enable timely tracking and course corrections in ways that traditional goal setting just doesn't.

During this highly hands-on session, come learn the what's, whys and hows to using this powerful methodology in your organization, whether at the individual, team or organizational level (or all three!)

[Sign up](#)



**DisruptHR Tulsa v5.0**

**Top Shelf Ideas at Bargain Prices**

Thursday, September 19 |5:00pm -7:30pm|

First Street Flea Market

DisruptHR Tulsa is a high-energy idea forum designed to inform and empower executives, business leaders, people in the human resources field and anyone, really, who is passionate about MAKING WORK BETTER.

12 speakers get 5 mins + 20 slides to WOW YOU with their ideas on improving creativity, learning, engagement, management, negotiation, you name it. Imagine condensing TedTalks into 5 actionable minutes with a kick.

Use discount code **TAHRA** for \$10 off for TAHRA members.

Dinner and drinks AND wisdom. Pretty sweet deal. Click [here](#) for more information.

Sponsored by TAHRA.

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## **Blue Collar Workforce Tour: Hiring Non-Traditional Employees**

Tuesday, September 24 |8:00am - 1:00pm|

Tulsa Tech - Owasso Campus

Join us on September 24th as we present the first Blue Collar Workforce Tour. At this event we will share information and resources with area companies (just like yours) about the profit impact and economic benefits of accessing non-traditional employee candidates to fill immediate workplace needs. Interested in improving your candidate pool while decreasing turnover and recruiting costs? Three panels of experts and employers will present on the best practices of hiring the prior incarcerated and veterans and building apprenticeships. Come and get free tools and resources to make your recruiting and training processes easier and cheaper while finding and keeping ideal employees.

Click [here](#) for more information and to register!

Interested in sponsoring this event? Contact Angela Kraft at [angela.kraft@solvay.com](mailto:angela.kraft@solvay.com).

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## **SHRM Certification Review Course**

Friday, September 13 - Sunday, September 15

8:30am - 4:30pm with one hour lunch

CS3 Technology

5272 S Lewis Avenue, Suite 225

Tulsa, OK 74105

We have scheduled our SHRM Certification Review Course for this fall. Penny Horton, MSOD, SHRM-SCP, C-DER will be facilitating this study course. If you would like to participate in this course, the purchase of materials is required (unless you have previously purchased). Pricing for this course is as follows:

- TAHRA Member cost for materials and course - \$600
- Non-member cost for materials and course (includes 2019 TAHRA Membership) - \$650
- \*Attendee (already have materials) - \$275

\*You can earn SHRM Professional Development Credits for attending the course.

We will order the SHRM Learning System for you with our chapter discount. This must be paid for in advance of the course. Course completion does not substitute for or waive exam eligibility requirements as required by SHRM®. If you would like to attend and/or order materials (you may order materials without attending the course), please email [admin@tahra.org](mailto:admin@tahra.org) by Wednesday, August 14. We will order materials and deliver them to you in plenty of time for you to begin self-study.

Thank you again and we look forward to helping you achieve this very important HR certification.

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## Welcome to our newest members!

Chelsey Farrow - Valmont Industries  
Tammy Wall - Financial Design Group  
Summer Wyers - Maric Healthcare  
Morgan Harrington - ONE Gas Inc  
Trena Appleby - CommunityCare HMO  
Amanda Kilpatrick - Connexions Loyalty  
Perry Allison - Aflac  
Jana Dalke - AEP  
Jon Robbins - Ross Group  
Edith Lozano - Navistar  
Debra Newman - Brainerd Chemical Company  
Pamela Carter - SBS Industries  
Angel Coleman - Fine Airport Parking  
Dee Dee Madison - Chart Industries  
Kristy Smith - ONEOK  
Lisa Seek - PetroSkills  
Brittany Morgan - ProRecruiters  
Callie Crawford - Switchgear Search & Recruiting  
Amber Knecht - Morton Comprehensive Health Services

Jennifer Tucker - Magellan Midstream Partners  
April Fox - Emergency Power Systems, Inc  
Kylie Hornback - Valence Surface Technologies  
Keli Boatman - Synergy Wellbeing  
Shakira Brauchie - Lobeck Taylor Family Foundation  
Shahanshah Manzoor - Simpliv LLC  
Kylie Clarke - Tulsa Winch Group  
Cynthia Taylor-Shubert - SMC, Inc  
George Cagle - ABB  
Candi Thompson - First Family FCU  
Dezy Cinocca - Student  
Maria Ackermann - College Bound Academy  
Andria Tipler -  
Cortney Ford - Kimberly Clark Corporation  
Drew Martin - Kimberly Clark Corporation

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## Calendar

- **PHR/SPHR Certification Prep Course Begins at Tulsa Tech**  
Thursday, August 15 | Visit [tulsatech.edu](http://tulsatech.edu) for details
- **August Program Meeting**  
Wednesday, August 21 | 11:15am - 1:00pm
- **Supervisor Training**  
Wednesday, August 21 | 1:30pm - 3:30pm
- **Compensation and Benefits survey data collection ends**  
Monday, August 26
- **August Learning Lab**  
Thursday, August 29 | 2:30pm - 4:30pm
- **SHRM Certification Review Course**  
Friday, September 13 thru Sunday, September 15 | 8:30am - 4:30pm
- **September Program Meeting**  
Wednesday, September 18 11:15am - 1:00pm
- **DisruptHR Tulsa v5.0**  
Thursday, September 19 | 5:00pm - 7:30pm
- **Blue Collar Workforce Tour**  
Tuesday, September 24 | 8:00am - 1:00pm
- **September Learning Lab**  
Thursday, September 26 | 2:30pm - 4:30pm
- **Save the date! TAHRA Employment Law and Practices Seminar**  
Thursday, November 7 | 7:30am - 4:30pm  
Registration will open soon!

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





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)