



Newsletter

January Program Meeting

Wednesday, January 15 |11:15am - 1:00pm|

Location: Stoney Creek Hotel and Conference Center



Getting Creative with Compensation and Benefits:

How to gain and retain talent in a competitive market

Presented by Joe Cazzell, CFP

With the unemployment rate at the lowest point Oklahoma has seen in over 10 years, recruiting and retaining talented employees has never been more difficult. This competitive environment has forced employers to get more creative in their approach to employee benefits and total rewards programs. The right mix of traditional and emerging benefits can go a long way toward meeting a wide range of individual employee needs at scale while building a more supportive and caring culture.

Sponsored by:

ROONEY
INSURANCE

[Register here](#)

January Learning Lab

Thursday, January 23 |2:30pm - 4:30pm|

OSU Tulsa North Hall - Room 119



Building Business Value with HR Data

Presented by John Pensom

HR is flush with data, yet many organizations still struggle to become data driven.

In fact, some companies have made big investments in HR technology and people analytics, but that doesn't guarantee progress because they are often focused on the wrong things. In this session, we'll level set on what is people analytics, and discuss how to most effectively focus your efforts on building business value. You'll learn how to use your data today, to make business decisions tomorrow, so you can deliver on this quarter's business plan.

We will also convene a panel of practitioners who have been-there, done-that when it comes to building successful people analytics capabilities.

Come join us at our January Learning Lab and find out why people analytics doesn't have to be rocket science.

[Sign up](#)

Welcome 2020 Board of Directors

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June 18, 2020

Interested in applying to be a ROI breakout presenter?

TAHRA invites you to share in our efforts to address important ongoing and emerging inclusion and diversity opportunities and issues in the workplace.

Next year's Summit theme is "Level Up," as we are focused on providing businesses the tools to take their diversity, inclusion and equity efforts to new heights. We are seeking breakout presenters to assist us in achieving this goal. Please complete the application by **January 20** if you are interested in being considered for the opportunity to host a 60-90 minute breakout session at the 2020 ROI Summit.

Click [here](#) to complete the application.

Interested in sponsoring ROI 2020?

By becoming an event sponsor, you are providing a significant opportunity for individuals and organizations to dive into pertinent issues in a collaborative, productive way. We are committed to keeping costs down to attract professionals and students from a variety of fields.

Sponsoring ROI 2020 will provide a powerful statement of your organization's commitment to diversity & inclusion in the workplace. To view sponsorship levels, please click [here](#).

If you have any questions please contact roitulsa@tahra.org.

OKHR's three-day Conference & Expo will connect you to valuable resources, products, services, and people transforming the HR industry. This conference showcases cutting-edge keynote speakers, over 40 breakout sessions, continuing education credits, certification prep course, 70+ exhibitors, several networking receptions, and the new Executive Forum for senior-level HR professionals.



April 21-23, 2020
Hard Rock Hotel & Casino
Tulsa, OK
[Conference information and registration here.](#)

Did you know TAHRA offers an annual SHRM Certification Prep Course that can help you prepare for your upcoming certification or recertification? TAHRA members get access to discounted materials, expert in person instruction and an opportunity to network with other professionals working towards the same goal. It's just one of the many great reasons to join TAHRA in 2020.



In 2019 TAHRA was recognized as SHRM Learning System Champion in recognition of our hard work to elevate the HR profession through professional development and HR knowledge among members.

Information about the 2020 testing windows and costs for the SHRM Certification is available on the [SHRM Certification](#) webpage.

If you are interested in being added to our email distribution list so you can receive information about TAHRA's prep course, please email us at admin@tahra.org with 2020 SHRM Prep Course in the subject line.

Thank you and we look forward to serving you in 2020 and beyond!

Penny Horton, MSOD, SHRM-SCP, C-DER
TAHRA Certification Chair



Join a growing network of Oklahoma companies being recognized for their support of veterans. Take this quick survey to get started:

[SURVEYMONKEY.COM/R/VECS2019](https://www.surveymonkey.com/r/VECS2019)



TAHRA members, are you interested in attracting and retaining

veterans?

If yes, be a part of the veteran-ready movement that is all about creating a culture that supports veterans and their families in the workplace. Take the Veteran Employer Champion Survey to learn and/or be recognized for your work assisting former military personnel transitioning into civilian careers. The Oklahoma Veteran Alliance is a program of Community Service Council and we invite you to take this survey to get started: <https://www.surveymonkey.com/r/VECS2019>

Want to get your PHR/SPHR Certification? Review course begins January 23 at Tulsa Tech



Certification is a career-long commitment that demonstrates dedication, credibility and a mastery of the principles of human resources to your employers, clients, staff members and professional peers around the globe. Certification attests to the investment you have made in your HR career and holds a recognized place in the profession.

The PHR/SPHR Certification Prep course, endorsed by TAHRA, is designed to provide you with an overview of key areas in human resource management. Materials cover the functional areas, responsibilities, and associated knowledge as defined by the Human Resource Certification Institute (HRCI).

For more information click [here](#).

Purchase your Compensation and Benefits Survey from TAHRA today!

The results of TAHRA's 1st Compensation and Benefits Survey have been compiled for 2019 and are now available for purchase. Human Resource professionals in over 110 Oklahoma businesses were invited to participate in this year's survey, which included 318 jobs in 15 areas of compensation. The benefits section of the survey includes extensive data for bonus/commission plans, salary ranges, and more than 20 benefit and policy programs.

New lower pricing is as follows:

- \$250 – TAHRA member and participant
- \$500 – Participant or TAHRA member
- \$750 – Non member/non participant

To order your copy of the survey, please email admin@tahra.org.

Sponsored by:



Welcome new members!

Dustin Christ - Paycor
Alexis Baker - Student
Tasha Pitts - NORDAM
Paul Mackey - Alliance Coal, LLC
Debra Thomas - Mill Creek Lumber
Christy Tanusaputra - Panther Energy Company III, LLC
Melissa Janes
Andrea Landsaw - Mullican & Hart, PC
Sandy Neuzil - Oklahoma Blood Institute
John Silvernail - Armstrong Relocation
Joshua Tanusaputra - Career Development Partners
Bruce Penny - Southwestern Power Administration
Stacey Kitsmiller - US Navy

Calendar

- **HRIS Meetup Group**

Tuesday, January 14 |11:45am - 1:00pm|

- **January Program Meeting**

Wednesday, January 15 |11:15am - 1:00pm|

- **January Learning Lab**

Thursday, January 23 |2:30pm - 4:30pm|

Mark your calendar! Registration open soon for our February events.

- **February Program Meeting and Volunteer Recognition**

Wednesday, February 19 |11:15am - 1:00pm|

- **February Learning Lab**

Thursday, February 27 |2:30pm - 4:30pm|

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



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)