

# Newsletter

## ***Letter from the President***

### **In-Person Meetings Still Matter**

By: Melissa Lockhart, SHRM-CP, SPHR  
TAHRA 2022 President



We have been working for years now with remote meetings being programmed into our everyday routines. Virtual meetings certainly have their benefits. I appreciate virtual meetings for probably the same reasons many of you probably do; there is a lack of travel time and expense - which allows for scheduling of back-to-back meetings, you can eat all the snacks you want without any judgment (just turn that camera off for a second), you can wear whatever pants and comfy shoes you choose, and you can meet quickly with people from all over the country.

But I still prefer in-person meetings, whenever possible. Now that the high risk of COVID is reducing, more and more meetings and trainings are moving back to in-person events. According to a recent Meeting Professional International [survey](#), 75% of survey respondents anticipate favorable live attendance numbers for the year ahead—only 59% said the same last spring (2021). There are a lot of benefits with in-person meetings, and I think they still matter.

Here are some reasons why in-person events are more effective for businesses, large and small.

#### **Reduced distractions**

How many times have you attended a virtual meeting only to be sidetracked by incoming emails, tasks, or social media? I am guilty; we all are. It is simply unavoidable. When attending an in-person event those innate virtual distractions are removed for participants. Also the peer pressure of the other attendees in the room helps to keep attention on speakers.

#### **Engagement beyond the content**

When eventgoers pony up cash, invest time and travel to attend; they're usually pretty committed. These attendees are more likely to take part in breakout sessions, attend post-event dinners and other networking events, which leads to a more involved and complete experience. When meetings are held in-person, there is also a unique opportunity to get creative and leave a lasting impression about your brand and company culture. A live experience means that attendees can engage multiple senses that just cannot be duplicated with a computer.

#### **Comfort zone is eliminated**

There is something invigorating about being in a room full of people who are as excited to talk about the same topic as you are. It can renew attendees'

excitement and focus about the topic of discussion. Attendees are physically in a room with others that have the same learning goal, but different backgrounds. This allows for meaningful relationships to grow beyond their industries and the computer screen.

### **Networking hurdles removed**

Behind the screen is not an effective place to meet people. The hurried nature of online events may help attendees “meet” a larger number of people, but the virtual world allows for less quality time to interact with others.

An [article](#), which recently appeared in *The Conversation*, suggests that virtual meetings are actually more exhausting than in-person, because, “people feel like they have to make more emotional effort to appear interested, and in the absence of many non-verbal cues, the intense focus on words and sustained eye contact is exhausting.” In-person meetings allow for “sensitive topics to be canvassed, requiring us to notice subtleties and display empathy.” There is a deeper connection that we can get from meeting in person.

### **Let’s keep this 'off the record'**

When attending an in-person event, there is an opportunity to speak more freely in one-on-one situations. There is also a heightened sense of trust when meeting with someone in person vs. just speaking online - and less of a chance something will be taken out of context. People can gain a lot of information when communicating by observing body language that just cannot always be caught on a screen.

While virtual meetings are here to stay as an option, and they certainly should be, we shouldn’t forget the benefits of meeting in-person, and we should remember those benefits when considering this option.

One of my favorite times of this year is this week...the annual OKHR conference. We have been able to hold the OKHR state conference this year in-person for the first time since 2019. I am excited to get to see all my HR peers and friends, to learn from the amazing speakers, and to have fun networking. I am also excited to get to meet new friends. If you see me, please come, and introduce yourself. That is one of the benefits of meeting in-person, we can take out the formality of the computer screen and just go up to someone and say, “Hi! My name is...” without having to worry about what the background behind us looks like.

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## **April Learning Lab**

Thursday, April 28 | 2pm - 4pm |

Location - TBA

### **Managing People to Perform**

*Presented by Jamie Kilpatrick - Chief Strategy Officer at Strategy Suite*

Effective management across functions is more important than ever. To maximize productivity, keep engagement high, and achieve your goals, it’s critical to understand the dynamics of your team and your management style. Join us in April as Jamie Kilpatrick shares information on communicating with

employees in a way that meets their needs, improving group dynamics and strategic alignment, increasing self and situational awareness, and proactively career pathing and expanding employee capabilities.

[Register](#)

## May Program Meeting

Wednesday, May 18 | 11:15am - 1pm |

Location TBA

### How to Reenergize Employees in the New World of Work

*Presented by Paul Slater and Ryan Tubbs, co-founders of BillionMind and leaders in behavioral science and workplace transformation*

The 'new normal' in today's workplace is unpredictable. It's hard to get the best out of your staff, and ourselves with so much instability around us — even when we have the best intentions.

With so much on our plates, it's easier than ever to start feeling burned out, anxious, and uncertain right now. And that certainly doesn't lead to being effective at work - or in life. And while that's bad enough, it ends up hurting productivity and your bottom line.

For work to work, our life has to work. And for life to work, we need to master 4 Elements Of Personal Effectiveness™.

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## Community Connections

Investing in people is a business and community imperative. There are several ways you can build collaborations with area programs and connections to

talent.

**Retrain Tulsa** is a newly launched program in Tulsa that is part of the Madison Strategies Group funded by the City of Tulsa, Tulsa County, and several other community partners. It's a great resource for individuals affected by job loss during the pandemic seeking new career opportunities, career coaching, updated resume, interview tips, and/or training. They are also partnering with employers in the region. Visit [www.retraintulsa.org](http://www.retraintulsa.org) to learn more about the program.

Madison Strategies Group has several programs **Tulsa Community WorkAdvance, Retrain Tulsa, NextUp, Due North, Career Connection, and JobsFirst**. To learn more about these programs visit [www.madisonstrategies.org](http://www.madisonstrategies.org).

**Campus Tulsa** is another local program that may be of interest. It's dedicated to supporting Tulsa interns and internships. Go to [www.campustulsa.com](http://www.campustulsa.com) to learn more about how you or your company can get involved.

**InTulsa Talent** is another program that provides services for career seekers and business in the region. You can learn more about their offerings at <https://talent.intulsa.com/>.

Goodwill Industries of Tulsa provides training and job search resources through **Goodwill Job Connection** and Goodwill **TulsaWorks Career Academy**. Visit [www.goodwilltulsa.org](http://www.goodwilltulsa.org) to learn more.

Let me know if there are any specific areas of interest or need you would like to learn more about and I will be happy to research or share information about existing programs or services I am aware of in the region. You can email me at [denise@denisereid.com](mailto:denise@denisereid.com).

There's strength in numbers. That's one of the main reasons to attend SHRM22—the world's largest convening of HR professionals. Together we will be inspired by the leading minds in HR and business. We will learn new methods for addressing the most pressing issues in the workplace. We will build professional connections to call on throughout the years and throughout our careers. And



we will be empowered to cause the effect we want to see in the world of work and in our own work.

Join us to experience it all at SHRM22, June 12-15 in New Orleans, LA.

[Learn more here.](#)

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## HRIS Meetup Group

Wednesday, April 13 |12:00pm - 1:00pm|

Mother Road Market

Our April meeting will be at Mother Road Market on Wednesday, April 13, at 12:00pm. We are getting back on track with having a set discussion topic for each meeting, to be decided upon by the group. (We still reserve the right to go down any HRIS rabbit holes and, knowing this group, we definitely will!) This month our focus will be performance reviews and all the configuration, testing, and data that comes with them. Join us to share your experiences with managing performance in HR systems, ask questions of the group, or simply listen and learn.

[Click here to join meetup group and RSVP](#)

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## Welcome new members!

Latasha Mack - Paul Transportation

Gary Burroughs - Hireright LLC

Elizabeth Butler - Indian Healthcare Resource Center

Denise Wondra - Paycor

Melanie Cole - Encompass Health

Ashleigh Newcity - Continental Concrete LLC

Cherie Merry - Riverfield Country Day School

Katelyn Linder - The People Perspective

Tammy Childress - TC Transcontinental Packaging

Jeff Hughes - Marco Industries

Shannon Martin - Church on the Move

Leslie Sikes - OGI Process Equipment

Mary Gorton - Kinder Morgan

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Mark your calendar!

Wednesday, April 13 - HRIS Meet Up Group

Thursday, April 28 - Learning Lab

Wednesday, May 18 - Program Meeting

June 12-15 - SHRM22 Annual Conference & Expo

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

Tulsa Area Human Resources Association | PO Box 140958, Broken Arrow, OK 74014

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