



Newsletter

Letter from the President

Thankful It's November

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

October has come and gone, and Halloween is over, which means it is officially time to get in the holiday spirit. While many of you have already started listening to Christmas music while sipping on your peppermint mochas, it's important not to forget about one of the most important holidays of all: Thanksgiving.

Even though this year has been a crazy ride that has left most of us drinking from a fire hose trying to stay on top of everything that needs to get done, there are always things to be thankful for and there is no better time than now to think about what those are.

This November here are 25 things for HR pros to be thankful for:

1. Starbucks – or whatever fuel you use to keep you going.
2. Employees who haven't turned in their notice.
3. The Thanksgiving feast itself (cause come on, who doesn't appreciate a good ole' American feasting).
4. Fall leaves.
5. Finding the perfect candidate for that purple unicorn role you have open.
6. Sweaters, sweatshirts, spirit jerseys, flannel, sweatpants, and all things comfy to wear in the fall.
7. BOOTS! (I know, I misspelled booze.)
8. When a Supervisor handles a disciplinary issue without breaking any local, state, or federal laws and you feel like a proud parent.
9. The fact that you are almost done (or actually done - woohoo) with Open Enrollment.
10. Fireplaces.
11. That five minutes in time when there are no job openings to fill.
12. Netflix (and Hulu, and Amazon Prime, and Apple TV, and Disney +, etc).
13. Blankets on the couch while watching the above subscription services.
14. The fact that you are off work for Thanksgiving (and if you aren't, I'm truly sorry and thankful for people like you who keep their businesses open for us).

15. Black Friday sales (or the fact that you're sleeping through Black Friday and opting to shop online like civilized folk).
16. Apple cider.
17. The illegal floor heater you have in your office that you hide every time maintenance comes around.
18. Time for indoor fun, like puzzles, family game nights, and reading, that you don't normally have time for in other seasons.
19. Finding ways to give back to others in need during this time, and the fact that you are able to do so.
20. The fact that it's almost Christmas (AHHHH!)
21. Ugly Christmas Sweaters.
22. Fun holiday parties.
23. Your organization itself (think of all the amazing things that have come from being a part of something that is bigger than yourself).
24. Other HR friends you can network and collaborate with (especially for those departments of 1).
25. All of your amazing friends, family, and loved ones (because this is what Thanksgiving is really about; being thankful for the people who influence you and care about you. If you have anyone that is special to you, you are truly a lucky person).

What did I miss? Send me an email and let me know: mlockhart@medefy.com.

Even though you can be thankful for many silly, material things, we know that material goods are not what's really important in life. Take this time of year to see what you've been blessed with and to be thankful for those blessings. I am thankful for all of you and your friendships. HR people are my people, and I am so glad to get to know you. Happy (early) Thanksgiving!

November Program Meeting

Wednesday, November 16

Program Meeting |11:15am - 1pm|

Renaissance Tulsa Hotel and Convention Center

The Mindful Leader

Presented by David B. McLaughlin

At this program, learn what mindful leaders look like and why we should want to be mindful leaders in today's competitive and chaotic business climate. We will dive into the principles of mindfulness that apply to anyone trying to be more mindful and how they especially apply to those leading teams and organizations.

Sponsored by:

Register

December Learning Lab

Thursday, December 8 |2pm - 4pm|

Zoom Meeting

The Sound of Culture

Presented by Monica Sheri Scott

Attendees will be inspired to intentionally progress, embrace unity, and press into the areas where a cultural breakthrough is needed through this keynote.

WHY IT MATTERS

Every culture has a sound, and everyone is unique in their own right within that sound. Unity just like music is shaped by language, rhythm, tone, energy, instrumentation, and volume. When we intentionally build these elements into our environment, we can create beautiful “music” with our teams, clients, and companies!

[Sign up here](#)



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Holiday Resource Guide

Holidays are approaching quickly and they can be joyous, stressful, and for some, more than overwhelming and they may need additional assistance. Below is information you may find helpful to simply share via your intranet or in an email to offer a nice resource for your people.

Community Service Council of Tulsa offers a Holiday Resource Guide through 211 Eastern Oklahoma. This guide contains information from the 211 Eastern Oklahoma Resource Database, covering 37 counties and includes programs and services offered by community partners this holiday season. To access detailed information about these resources, please [click here](#).

Questions or need more assistance? Please visit 211EOK.ORG or dial 2-1-1 or (877) 836-2111 to reach a resource specialist.

Highlight on the TAHRA SHRM Certification Prep Course Location Sponsor: Career Development Partners

[Career Development Partners](#) (CDP), a Career Partners International Firm, has been serving Tulsa, Oklahoma City and Northwest Arkansas for over 30 years in the areas of Outplacement, Executive Search and Leadership Development.

CDP has been a member organization of the Tulsa Area Human Resources Association (TAHRA) for some 30 years and this year, they have graciously agreed to donate their office space in order to give TAHRA a conducive learning environment for their upcoming SHRM Certification Prep Course. This year's in person course will be held at the Tulsa CDP office November 18 – 20 for registered participants.

Career Development Partners is known for helping organizations recruit, nurture and develop as well as transition employees. They strive to provide solutions and impact lives. Their values include people first, dedication and transparency and those values are reflected in their generosity to TAHRA and its members. We couldn't be more grateful for their willingness to assist us and look forward to helping propel these students toward a successful SHRM Certification. We are proud to have partners like CDP that believe and support our goal of elevating the HR profession through the credentialing process.

Penny Horton, SHRM-SCP
Certification Chair, TAHRA

Community Connections

October was Breast Cancer Awareness month and I've always supported education on the topic, but in the past year it's taken on greater significance to me. I was diagnosed with breast cancer November 1, 2021 and let me tell you it's a lot to navigate and I am privileged to have excellent health insurance and a wonderful support system, but I still struggled to find all that I needed. So what if someone you know or an employee doesn't have all that they need,

what are there options? Below is a list of potential resources that may be helpful to share.

Oklahoma Project Woman provides access to care that will facilitate the early diagnosis of breast cancer and decrease the mortality rate for uninsured women and men (no private insurance, Medicare, Medicaid, CDIB card or Medicaid Expansion) with income below 185% of poverty level. Their clients are billed nothing for mammograms, biopsies, or surgeries.

(918) 834-7200

www.oklahomaprojectwoman.org

Susan G. Komen Oklahoma - mission is to save lives by meeting the most critical needs of our communities and investing in breakthrough research to prevent and cure breast cancer. They provide connections to social supports, support groups, a helpline, treatment assistance, family support, and more.

www.komen.org/community/oklahoma

The Fitting Room is a locally owned and operated store that provides a full range of products that may be useful after a procedure or surgery. The store is located at 1322 East 15th Street and their phone number is (918) 582-1975.

National Breast Cancer Foundation, Inc. – We provide help and inspire hope to those affected by breast cancer through early detection, education, and support services. They will send a “HOPE Kit” to anyone diagnosed with breast cancer. They are a tangible expression of hope, providing comfort and encouragement to women undergoing breast cancer treatment.

www.nationalbreastcancer.org

There are also other nonprofits and numerous support groups that offer assistance in this area. 2-1-1 is always a great resource if you are struggling to finding something specific – call, text, or visit their website.

www.csctulsa.org/211-oklahoma/

I encourage anyone dealing with a additional screenings, biopsies, etc. to find an in-person or online support group to help you learn more, ask questions, vent, and not feel so alone as you navigate the process. Being in a group that has or is experiencing the same was so helpful to me.

If you have questions or would like additional information please feel free to reach out to me at denise@denisereid.com or (918) 633-0073.

Denise Reid, SHRM-SCP

Board Member At Large – Community Relations

Early Bird Registration Is OPEN!

With our great line-up of human resources speakers & sessions,
the 2023 OKHR Conference will be an in-person event
that you won't want to miss.

April 25th-27th, 2023
Oklahoma City Convention Center
OKC, OK

[MORE INFORMATION HERE](#)

Are you a fun speaker who is looking to get in front of hundreds of fun HR pros? If so, OKHR is ready to accept your application to present in April for the OKHR state conference.

[More details here!](#)

Feel free to share with someone you think would be a great fit.

New - OKHR Career Center

Through the OKHR Career Center, top employers can post their HR positions which will be promoted via e-mail and on social media platforms to our database of over 3,000 HR professionals.

Job Posting Price Includes:

- 30-Day listing
- Job shared via e-mail to our database twice per month.
- Job shared on social media platforms.

[Click here to learn more.](#)

Tulsa Employers Provide Higher Education Tuition Assistance

Tulsa, OK. October 26, 2022

One of the questions that first comes to mind for both parents and students when enrolling in college is, “Can I afford it?” While Oklahoma has one of the most affordable public higher education systems in the nation, the Tulsa Higher Education (THE) Consortium is working to make financial assistance information available to Tulsans by publishing a list of Tulsa-area employers who provide tuition assistance.

Partnering with the Oklahoma State Regents of Higher Education, THE Consortium has published the tuition assistance list for current and prospective students and can be accessed through the Student and Transfer Resource page at www.tulsaighered.com. The page includes information such as company name, type of benefit, and contact information for a company representative. Forms of assistance may include tuition assistance or reimbursement, payment or reimbursement for licensing courses and exams, matched contributions to employer-sponsored 529 college savings plans, and/or student loan repayment assistance.

“In Tulsa, nearly 50% of students enrolled in higher education are adult learners and already in the workforce,” said Sarah Wyatt, Director of Strategy and Operations at the Tulsa Higher Education Consortium. “Partnership between higher education and businesses is critical to ensure we are creating talented, skilled, and educated employees in our region.” To add a business to the listing, employers can [complete a brief survey](#) to outline their higher education benefits for employees.

The Tulsa Higher Education Consortium is committed to advancing student learning, improving student success and degree completion, achieving equity in outcomes, and meeting workforce needs by working collaboratively to increase higher education opportunities in the region. The Consortium is made up of seven Tulsa-area higher education institutions and affiliate groups including the Oklahoma State Regents for Higher Education and business, civic, and philanthropic organizations. The Tulsa Higher Education Consortium is made possible through the support of the Charles and Lynn Schusterman Family Philanthropies.

To contact or for more information, visit www.tulsaighered.com.

Welcome new members!

Camille McCraw - Atento Capital

Melissa Moore - Eagle Environmental Group, LLC
Misty Tucker - Cyntergy
Laurie Havron - TTCU Federal Credit Union
Gabriel Crouch - ASM Global
Ashley Vester - TTCU Federal Credit Union
Judit Aguilar - S & R Compression LLC
Gloria Peterson - CommunityCare HMO
Lance Thompson - USI Insurance Services



Mark your calendar!

Wednesday, November 16 - Program Meeting

Thursday, December 8 - Learning Lab

TAHRA Renewals for 2023 are now open!

[Calendar](#)





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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