

Newsletter

Letter from the President Put the Human Back in our Policies

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



This holiday season has started a little differently for me and my family. The week of Thanksgiving my Dad had a massive heart attack. It was a mad rush to the hospital not knowing if he was going to make it through. He did, with the help of amazing medical professionals. He received two stents and a pacemaker, was put on a ventilator, and kept under sedation while his body healed.

Then it became a long week of not knowing if he was going to wake up or have brain activity, as he had lost oxygen multiple times during his traumatic event. He did, after a very long week of daily 12-hour visits to the hospital. It was exhausting, both physically and mentally for my Mom, myself, and our family.

Let me tell you what I wasn't thinking about during that time...*getting any work done*, even though I am a department of one. I simply did not have the capacity.

Let me tell you how my work responded to that...*don't you even dare try to think about work right now, take the time you need, what can we do to help?, here is a Door Dash gift card to help you feed your family every night, we are sending food to the nurses who are working day and night to care for your father.*

I cannot tell you what a gift that was. Not the monetary contribution that was used to send the message that they cared, but the message that was received loud and clear, through their actions and caring messages, was that they recognized I was a human going through a hard time, and that took priority over everything.

I once worked with a Supervisor who had one of his employees let him know that her brother died the night before and she was going to need some time off to attend his funeral, which would be out of state. Her Supervisor's response, "*I am going to need a copy of the death certificate in order to approve you for bereavement leave.*" What he did not say was, "*I am so sorry! Why are you even here today? Go home and take care of whatever you need. Brothers are special relationships. Please let me know what you need from us.*"

Not surprisingly, that employee quit soon after and the Supervisor was let go of his duties. Because, while trying to implement a policy, he failed to see the point of the policy, which was to see the human side of people. A bereavement policy is there so people can have the time they need to take care of what

needs to be done when they lose a loved one and to grieve. It also helps to send the message that we care about our employees and their lives outside of the workplace. However, if it is not implemented with care, it can send the opposite message to those employees.

Part of HR's job is to create and implement policies, which are needed and important. But let's not fail to remember the "human" part of what we do while implementing those policies. I would encourage you to find the grace in the gray areas, where presenting a little human kindness would better serve our needs and our employee's needs. And get creative when sending the message that you care.

Here are some suggestions of ways to send the message that "we care" when an employee is going through a hard time:

- Send a card that others from their team or company have all signed.
- Send flowers (and maybe chocolates).
- Send soup (Spoonful of Comfort is a great resource for this).
- Send gift cards for meals (because no one has time to cook dinner when they are dealing with stuff).
- Have their team record a video message saying they are taking care of things at work for them and sending support.
- Set up a potluck train for them.
- Bring them a coffee or book that helped you through a hard time.
- Offer to help take care of their pets or mow their lawn.
- Tell them what work tasks you have reassigned to someone else while they are out. Let them know the work is being handled, they just need to focus on what they are dealing with right now.
- Make them a snack bag and include a puzzle book for them to use at the hospital.
- Send a teddy bear to their child, who may also be affected.
- Send them a text letting them know you are available for a listening ear if they need it.

Whatever way you choose, try to ensure they are hearing your intent, loud and clear.

I hope you all have an amazing holiday season. It has been an honor to serve as your TAHRA President this year. I look forward to seeing the amazing things we can continue to accomplish together in the years to come!

December Learning Lab

Thursday, December 8 | 2pm - 4pm |

Zoom Meeting

REGISTER TODAY!

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](#)

January Program Meeting

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

Renaissance Tulsa Hotel and Convention Center

Purple Cow Leadership

Presented by Saby Warwaich

Large-Scale Public-Sector Technology Projects are complex and challenging. Gain insight into how public sector projects are different and what makes them so complex. Come and learn about an exciting turnaround of a public sector project that went on for almost a decade with multiple failures. What were some of the key strategies used to make this project successful? How can you use some of the learnings from this experience to manage your projects more effectively and deliver value to the customer? Learn about the Digital Transformation journey in implementing a Permitting System for the City of Portland.

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TAHRA Receives Award SHRM Learning System Champion

From SHRM - The SHRM Learning System Champion Recognition is our way of publicly thanking your chapter for promoting and supporting SHRM's

Certification to your members. The SHRM Certification Recognition and Promotion brochure was shared at VLBM, and it is another way we publicly promote and thank your chapter for the continued support. Please know that we appreciate all that you do to support SHRM, the HR Profession, and our Education Partners offering SHRM Certification Preparation programs.

FUNHR!

2023 OKHR CONFERENCE

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](#)



FUNHR!
2023 OKHR CONFERENCE

Call for Speakers

- High Visibility
- Credibility Factor
- Powerful Networking

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



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!](#)

Submission Deadline - December 15, 2022

Community Connections

Retrain Tulsa is a free resource available to Tulsa County residents that offers no cost technical training, career coaching, and job placement. It's a great place to receive resume writing assistance, LinkedIn training, and more. If you know anyone seeking new employment opportunities or exploring making a career change, have them check out Retrain Tulsa. Employers can post their openings too, it's an additional outreach tool for recruiting talent. Check out their website to learn more about how to get engaged www.retraintulsa.org.

Veteran Employer Network is a great way to get connected and learn best practices, tools, and resources on creating a veteran ready culture. This is part of the Oklahoma Veteran Alliance's program of work. The network meeting quarterly to create peer learning opportunities and networking. Network members also receive resumes of veterans seeking employment opportunities in the region. If you would like to be added to the distribution list go to www.csctulsa.org/veteran-employer-network/.

SHRM – Veterans at Work Certificate is completely free and open to all. You do not need to be a SHRM member, and you do not need to hold a SHRM credential to earn this certificate. This is a great way to learn about creating a veteran ready culture. You can do these modules as a team or individually. Great way to show you investment in engaging, hiring, and retaining veterans. See link for more information. [Veterans At Work – SHRM Certificate – SJSHRM](#)

TAHRA Community Directory if you have services or resources that may benefit HR professionals consider listing your business in our community directory. It's a low cost \$99/year way to have your information available to 450+ TAHRA members. Nonprofits can share their information for free. It's easy to sign up. [Create Community Listing | TAHRA](#)

Please feel free to reach out to me if you have any questions or would like information about other partners in our region that may be a resource to you and your team.

Happy holidays!

Denise Reid, SHRM-SCP (she/her/hers)
Board Member At Large, Community Relations



Reminder - 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](https://www.211EOK.ORG) or dial 2-1-1 or (877) 836-2111 to reach a resource specialist.

Welcome new members!

Jessica Linihan - Tulsa Community College
Cortney Dodge - Prison Fellowship
Jeremy Fairchild - Benefit Resources, Inc
Dina Fox - Dina Fox Consulting, LLC
Christopher Couch - Bama Companies
Patrice Hendrickson - Avantive Solutions

Mark your calendar!

Thursday, December 8 - Learning Lab

Wednesday, January 18 - Program Meeting

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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