



Newsletter

December Learning Lab

Thursday, December 7 |2:00pm - 4:00pm|

Tulsa Technology Center - Client Service Center Training Room 7

HURRY! Register today!

Why I am finally going to take care of me in 2024?

Presented by Chris Zervas

If you told someone you were “doing fine” and they said, “Oh really?” What would you say? Have you spent the last 10 years of your HR career and life taking care of everyone but yourself? Because your stability directly impacts your leadership mobility, this lab will provide you with tools for setting SMART goals for developing your potential to better influence those you lead.

At this lab, you will be asked to dream about what life might look like, assess where you are right now, and come away with goals to address an area of your life that might need care. In order to help you accomplish your goals, you will have an opportunity to walk away with an accountability partner and complimentary coaching.

[Register](#)

January Program Meeting

Wednesday, January 17 |11:15am - 1:00pm|

Tulsa Country Club

What to Do When Managers Expect HR to Do the Dirty Work (and won't do their part!)

Presented by Deb Calvert



Ever feel like managers expect you to do the dirty work for them? That you

have to be the "bad guy" because managers want to avoid difficult conversations? Are managers skirting the tough stuff and counting on you to clean up their messes?

The list of tasks that some managers expect HR to do for them is endless. Feedback. PIPs. Performance Appraisals. Documentation. Progressive Discipline. Conflict Resolution. Terminations. Exit Interviews. Interviews. Salary Negotiations.

What are your options in this situation? You don't want to be the process police, constantly looking over managers' shoulders. On the other hand, you don't want to let managerial oversights become big, costly issues for the organization.

Join this highly interactive workshop for tips on resetting expectations and getting managers to do their part.

Sign Up

TAHRA Annual Awards Submit your nominations today!

Are you aware of an individual who has made significant contributions to the field of HR in 2023? Have you admired another HR professional as a role model for their peers? Join us in honoring and celebrating these outstanding individuals by nominating them for one of our prestigious annual awards!

For 2023, we are excited to receive nominations for four distinct individual awards: the Richard J. Messer Excellence in Human Resources Management Award, the New Professional Award, the Diversity, Equity, and Inclusion Award, and the HR Department of ONE Award.

Feel free to submit nominations for yourself or your colleagues (self-nominations are not only encouraged but expected) by completing a nomination form. The nomination process is quick and should require just a few minutes of your time. Winners will be honored with a charitable donation of their choice, a one-year TAHRA membership with prepaid program meetings, a commemorative plaque, and special recognition during our program, in our newsletter, and on our website. Award presentations will take place at our February 2024 program meeting.

Deadline to submit nominations is Monday, January 8.

[Click here for all the details about each award and the link to submit](#)



Special Limited Time Offer

We want YOU to join TAHRA!

As a token of appreciation for your service, TAHRA is offering veterans & active military members a free TAHRA membership* for 2024!

Now through December 31, 2023, veterans or active military personnel enrolling in TAHRA or renewing their membership will receive a free membership for 2024!

Please contact admin@tahra.org for more information

*For more information about membership requirements, go to tahra.org > Membership



TAHRA Receives 2023 SHRM Learning System Champion from SHRM

Your chapter's support of SHRM's Certification is an integral part of our success and we thank you for all that you have done to elevate the HR Profession! The SHRM Learning System Champion Recognition is our way of publicly thanking your chapter for promoting and supporting SHRM's Certification to your



members. Please know that we appreciate all that you do to support SHRM, the HR Profession, and our Education Partners offering SHRM Certification Preparation programs.

Early Registration Open for OKHR State Conference

The OKHR conference POWHR is an opportunity for HR Professionals to reflect on moments of power and recognize how impactful your roles are.



April 16-18, 2024
Hyatt Regency - Downtown Tulsa

[Click here for more information.](#)

Community Connections

This is the final newsletter of the year and my final article as my term as a board member ends. I thought I would do a recap of resources and information that has been shared over the years. Below you will find information and links to services that may benefit you or your employees. Sharing information frequently and before it is needed is one way to ensure your people have access to resources they may want or need.

Breast Cancer Resources

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 - meet the most critical needs in our communities and invest in breakthrough research to prevent and cure breast cancer. Provide connections to social supports, support groups, a helpline, treatment assistance, family support, and more. www.komen.org/community/oklahoma

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

National Breast Cancer Foundation, Inc. – 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

Caregiver Resources – Local

[Oklahoma 2-1-1 Resource Directory \(navigateresources.net\)](http://navigateresources.net)

[LIFE Senior Services | Home](#)

[Family Caregiver Supports \(oklahoma.gov\)](http://oklahoma.gov)

[OK Cares | Oklahoma Caregiver Coalition, Providing a Break](#)

Caregiver Resources - National

[Caregiver Action Network](#)

[Home - Family Caregiver Alliance](#)

[Eldercare Locator \(acl.gov\)](http://acl.gov)

[findhelp.org by findhelp - Search and Connect to Social Care](http://findhelp.org)

[Find Local Caregiver Resources and Support In Your State \(aarp.org\)](http://aarp.org)

Domestic Violence/Sexual Assault

DVIS (918) 743-5763 – phone is manned 24/7 and have counselors available to assist individuals.

National Sexual Assault Hotline 888.656.4673 and www.rainn.org

Financial Empower Center – Tulsa, OK

The City of Tulsa, in partnership with Goodwill Industries of Tulsa operates a Financial Empowerment Center (FEC) that offers one-on-one financial counseling at no cost to all residents. Services are available to anyone regardless of income. Services are available in English, Spanish, Zopau and other languages via Language Line. Link to more information - [City of Tulsa](#)

Meals On Wheels

How to apply to be a Meals On Wheels recipient -

<https://www.mealsonwheelstulsa.org/apply>

Mental Health Resources

COPES - Free Crisis Line (918) 744-4800 www.fcsok.org – Tulsa’s local crisis and emotional support helpline for F&CS clients, community, adults, and children.

988 Suicide & Crisis Lifeline - call or text 988 if you or someone you know needs help.

Crisis Text Line – text HOME to 741741 – website is www.crisistextline.org – this is good for individuals that are better communicating via text.

Mental Health of Oklahoma

Promotes mental health, suicide prevention, assist with homelessness, and the justice system - provides links to resources and information. Offers Mental Health First Aid at no cost. [Home - Mental Health Association Oklahoma \(mhaok.org\)](http://mhaok.org)

CREOKS

Local nonprofit that provides comprehensive health, wellness, and social services with 23 locations across the state. Check out their resource page for additional links and information. [CREOKS](#)

Oklahoma Mental Health and Substance Abuse

State of Oklahoma information and resources [Are You OK? \(oklahoma.gov\)](http://oklahoma.gov)

Mental Health First Aid by the National Council for Mental Wellbeing

Link below provides tips and links to assist with starting conversation about mental health. You can explore the full website for more information and resources.

[ALGEE: How MHFA Helps You Respond in Crisis and Non-crisis Situations - Mental Health First Aid](#)

Talent Attraction & Development

New U Program - six-week program to get valuable tools and insights to level up your life – whether that’s a fresh personal vision, a new level to your career, or both. 90-minute sessions in a cohort model of training with 15-20 other individuals. Sessions include vision casting, self-discovery, self-assessment, professional development x2, and life mapping. Check out more via their website – www.newutulsa.com.

inTulsa - local program connecting talent to employers. They specialize in the Tech sector but have widened their scope to include companies providing skilled professional level opportunities in four areas of practice, Software & Engineering, Sales & Business Development, and Operations. Services for “Career Seekers” and “Businesses” – www.intulsa.com.

Retrain Tulsa - free resource for Tulsa County residents offering no cost technical training, career coaching, and job placement including resume writing assistance, LinkedIn training, and more. Employers can connect for referrals too – www.retraintulsa.org.

Veteran Resources

Oklahoma Veteran Alliance www.csctulsa.org – they have their **Veteran Employer Network** membership and quarterly meetings. Their meetings are all about creating peer networking/learning for sharing best practices, tools, and resources on to create veteran-ready cultures.

Eagle Ops Foundation www.eagleops.org – provides a state-wide veteran calendar of events and numerous veteran engagement opportunities that can be shared with your veteran employee resources groups.

Broken Arrow Blue Star Mothers www.babluestar.org – supports deployed

members of the United States Armed Forces with care packages from home. **SHRM Veterans at Work Certificate Program** www.shrm.org – is a no cost online training course to educate staff on recruiting, hiring, retaining, and engaging veterans. This is open to anyone to complete.

Wishing you and yours the best holiday season possible.

It's been a pleasure sharing community resources with you over the past three years.

Cheers!

Denise Reid, SHRM-SCP
Board Member At Large – Community Relations

Tulsa Responds Launches VITA Site to Expand Tax Assistance Services

Tulsa Responds is excited to announce the opening of its Volunteer Income Tax Assistance (VITA) site at the Alameda Shopping Center at 2174 Sheridan Road. While we will maintain our presence at community partner sites, our storefront will serve as a hub for free tax preparation services, with our goal of completing 5,000 returns next tax season!

The VITA initiative aims to extend free tax filing services to eligible households within our community. To achieve this mission, Tulsa Responds together with Goodwill Industries of Tulsa and the City of Tulsa Office of Financial Empowerment are actively seeking dedicated volunteers to join the VITA program. All training is provided and no previous experience is needed. Volunteer roles include tax preparers, greeters, and support staff, each playing a crucial role in ensuring that eligible households receive the assistance they need. By establishing the VITA site, we aim to enhance financial well-being and promote economic stability for families while connecting them to important public benefits and community resources.

We invite community members with a passion for giving back to consider volunteering for the VITA program! Those interested can find more information and sign up to volunteer by contacting taxes@tulsaresponds.org or calling 918.900.0918.

[Click here for a shareable flyer.](#)



Welcome new members!

Sara Collins - Hunger Free Oklahoma
Narine Lambert - Hunger Free Oklahoma
Kevin Reynolds - IRONWOOD Business Consulting
Michael Jennings - Reference Services Inc
Monica Alvarez-Munoz - Who's Your HR?
LaTisha Nance - Who's Your HR?
Michelle Pack - RWD #3 Washington County
DeShannon Harris - Tulsa Health Department

Mark your calendar!

December 7 - Learning Lab
January 17 - Program Meeting

Membership renewals for 2024 are now open! Visit tahra.org to update your membership profile and renew!

[Calendar](#)

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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