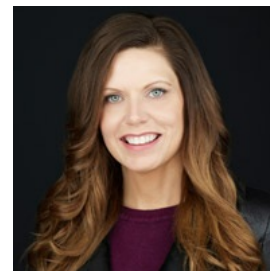




Newsletter

Letter from the President Let the HR Shenanigans Begin!



Dear Tulsa Area Human Resources Association members,

Greetings and salutations! As the incoming Board President, I can't contain my excitement for the HR adventures that await us in the glorious year ahead. Buckle up, because we're about to embark on a rollercoaster of professionalism, laughter, and maybe a dash of chaos (all in the name of team-building, of course). After all, many of us are still climbing out of the chaos of the COVID-pandemic years later and I think it's about darn time to revitalize, rejuvenate, and re-engage!

I believe in keeping things short, sweet, and spicy, much like a good taco. So, let's taco 'bout the fantastic times we're going to have in 2024. Picture this: Program meetings with more hype, learning labs that involve solving HR mysteries, and networking events where we connect over the shared struggle of finding the perfect HR-themed meme.

This year, our mission is clear: to make TAHRA so cool that even the coffee machine wants to join our meetings. We'll tackle workplace challenges with the finesse of a synchronized swimming team and navigate office dynamics like HR ninjas – stealthy, swift, and armed with an arsenal of HR policies, best practices and strategic precision.

Remember, if laughter is the best medicine, then HR humor is the ultimate cure for workplace blues. So, get ready for a year filled with camaraderie, growth, and the occasional awkward icebreaker that becomes a legendary tale in TAHRA history.

I can't wait to embark on this wild ride with all of you. Here's to a year of HR hijinks, camaraderie, and a touch of HR magic.

Let the fun begin!
Cheers to 2024!

Penny Horton, MSOD, SHRM-SCP

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.

Sponsored by:



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TECHNOLOGY**

Register

January Learning Lab

Thursday, January 25 |2:00pm - 4:00pm|

OSU Tulsa

Building Internal & External Talent Pools with OSU Institute of Technology Resources

Presented by Bob Firth, Dean of The School of Engineering & Construction Technologies - OSUIT

Our education-to-workforce pipeline is leaking, badly. Finding talent has become a major struggle that is even more difficult for the skilled trades. Participants will learn about resources and strategies OSUIT has to build internal and external talent pipelines. Hands-on demonstrations will be offered through our GoLab—a mobile classroom that can deliver customized training on-site to any business.

[Sign Up](#)

TAHRA Annual Awards

Hurry! Deadline for nominations has been extended to Friday, January 12!

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.

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

Welcome to our 2024 Board of Directors!

President - Penny Horton, MSOD, SHRM-SCP, C-DER

President Elect - Nancy Gunter, SHRM-SCP, SPHR

Past President - Jackie Ramage, SHRM-CP

VP Diversity & Inclusion - Terasita Cowan, MBA, M.Ed, SHRM-CP, PHR

VP Education - Erin Hughes, BBHR

VP Leadership Development - Jessica Vaught, SHRM-CP

VP Legislative Affairs - Harrison Kosmider

VP Membership - Ashley McIntosh, PHR

VP Programs - Lance Thompson
VP Public Relations - LaToya Gordon
Treasurer - Stacey Hicks, SHRM-SCP
At Large - Certification - Michelle Fuller, SPHR
At Large - Community Relations - Dr. Olgerta Visi, Ph.D., SHRM-SCP
At Large - Sponsorship/SHRM Foundation - David Imerbthama
College Relations - Barbara Abercrombie, Ph.D., SPHR
Hospitality - GlenNel Barlow, SHRM-SCP, SPHR
Registration - Cynthia Simmons Taylor, SHRM-CP, PHR
Special Projects - Christine Beldner, SHRM-SCP, SPHR
Workforce Readiness - Leslie Runyan, SPHR
Chapter Management Professional - Julie Odom, CAE

To learn more about the board, please visit our website [here](#).

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.](#)



EMERGE

Broadened Horizons | A Connected Community
Season #2 of EMERGE is coming soon!

What is EMERGE?

EMERGE is a mentoring platform that brings experienced and emerging HR professionals together in a structured setting. Through EMERGE, you will meet people you can lean on for the rest of your career.

- It is designed for emerging HR professionals who will learn from and build quality relationships with seasoned HR experts.
- It is designed for HR experts who want to guide and share knowledge with the next generation of HR professionals.

Watch your TAHRA correspondence for more details. We will begin accepting applications for mentors and mentees soon.



Welcome new members!

Harold Outland - Green Country Workforce
Madeline Cook - GableGotwals
Robby Hedrick - Coffee Bunker
Stacey Dirks - inTulsa
Abby Walenciak - Family & Children's Services
Cheryl Owens - City of Broken Arrow
Brenda Sanderson - Mental Health Assoc - OK
Marci Kitch - TTCU Federal Credit Union
Bob Firth - Oklahoma State University Institute of Technology
Alexis Roberts - Webco Industries
Kevin Dieterle - Tulsa Community Foundation
Phyllis Dutton
John Noble - EMSA

Mark your calendar!

January 17 - Program Meeting
January 25 - Learning Lab

If you haven't already done so, don't forget to renew your TAHRA membership! Visit tahra.org to update your membership profile and renew!

Calendar

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

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