

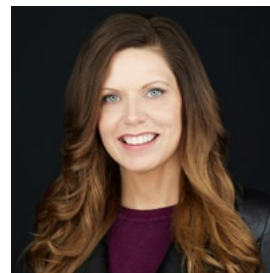


Newsletter

Letter from the President

TAHRA Members,

Hold onto your HR hats because May is gearing up to be a whirlwind of inspiration and growth! As we bid adieu to the excitement of April, get ready for a lineup of events designed to elevate your HR game and honor those who serve our nation.



Join us for our program meeting, "Change of Mission: The Battle for Post Military Employment," where we'll explore ways to support veterans in their transition to civilian careers. In the spirit of Memorial Day, we extend a heartfelt invitation to veterans and active duty military personnel to attend this event for free as a token of our appreciation for their service (use promo code FREEDOM when registering). Additionally, as a special thank you, we're offering discounted TAHRA memberships for the year to veterans and active duty military personnel, email admin@tahra.org for more information. Let's come together to empower our heroes and ensure their successful integration into the workforce.

Our learning lab will tackle the pressing issues of Human Trafficking and Domestic Violence in Oklahoma, empowering us to effect positive change in our communities. And for those looking to boost their credentials, don't miss our SHRM certification preparation courses in partnership with Tulsa Community College. Knowledge is power, and we're here to equip you for success.

Lastly, we're thrilled to kick off our Emerge mentorship program, where seasoned HR professionals can guide and inspire the next generation of leaders. Together, let's foster a culture of learning and collaboration that propels our profession forward.

As we immerse ourselves in these enriching experiences, let's also take a moment to honor the significance of Memorial Day and express gratitude for the freedoms we enjoy. Let's make May a month of growth, gratitude, and greatness.

See you at our upcoming events, and let's make it a May to remember!

May Program Meeting

Wednesday, May 15 | 11:15am - 1:00pm|

Location: Marriott Tulsa Hotel - Southern Hills



Change of Mission: The Battle for Post Military Employment

Presented by Paul Maness

Join Paul, a seasoned veteran with 23 years of service and expert in veteran employment transition. Paul will guide you through the intricacies of the transition process, shedding light on the unique experiences and perspectives of veterans as they embark on this significant life change. Throughout this discussion, Paul will share personal experiences of failure and success to bring light to the transition process.

Throughout the discussion, Paul will explore a range of topics, including:

1. **The Transition from Active Duty:** What does the journey from active duty to civilian employment look like for veterans? You will examine the various stages of this transition process, from preparing for separation to navigating the complexities of the civilian job market.
2. **Common Challenges Veterans Experience:** Veterans often encounter many challenges as they transition to civilian life, including translating military skills to civilian roles, adjusting to corporate culture, and coping with losing the tight-knit army community. Paul will explore these challenges in-depth and discuss strategies for overcoming them.
3. **The Mindset of a Veteran:** Central to our discussion is understanding the unique mindset of veterans and how it shapes their approach to work and life. You will delve into veterans' values, skills, and experiences and how organizations can leverage these strengths to drive innovation and success.
4. **Learning and Growth:** Veterans have been conditioned to learn and adapt to dynamic and high-pressure environments. We will explore how organizations can tap into this resilience and resourcefulness to foster a culture of continuous learning and growth.

As we navigate these topics, Paul aims to equip you with actionable insights and strategies to support and empower veterans in your organizations. Key takeaways will include:

- **Actionable Steps for Employers:** We will discuss hiring and onboarding of veterans and practical strategies employers can implement to retain veterans, accelerate their growth, and create an environment where they can thrive.
- **Challenging Veterans to Succeed:** By providing meaningful opportunities for development and advancement, organizations can challenge veterans

to reach their full potential and significantly contribute to their teams and the broader organization.

Join us on this journey of discovery and empowerment as we strive to create a workplace where veterans are valued, supported, and empowered to succeed. Together, let us honor their service by investing in their future success.

REGISTER

May Learning Lab

Thursday, May 23 |2:00pm - 4:00pm|

Tulsa Tech - Client Service Center, Training Room 9

Human Trafficking and Domestic Violence in Oklahoma

Presented by Mychaela Pettit

In today's society, human trafficking is a deeply concerning issue that is on the rise in our state and country. Human Resources professionals play a crucial role in the fight against human trafficking within organizations. Join us for this lab, developed by The Spring, to learn what human trafficking is and how to recognize, prevent, and address it in the workplace. Also, included in the lab, are methods to establish safe environments, ways to support victims, and how to uphold ethical standards in an effort to confront modern day slavery.

SIGN UP

EMERGE

The TAHRA 2024 Emerge Mentorship Program will kick off in just a few weeks and we couldn't be more thrilled! We received an overwhelming response from passionate individuals who applied to be part of the program and make a difference in the HR community. It gives us great pleasure to introduce the 2024 Emerge Mentees! This cohort-style mentorship provides a platform for growth and fosters meaningful relationships between mentors and mentees.

2024 Mentees

Amy Agrazal
Kaylee Antle
Ashley Baker
Jen Beals

Camille Hawley
Cheryl Langley
Alexis Roberts
Salamatou Schaeffer



TAKING THE WINDY CITY BY STORM

The journey to creating a better world of work is an ever-evolving path. Propel towards a future of limitless opportunities when you experience SHRM24, your compass guiding you towards success. This curated event, taking place in the vibrant city of Chicago, will empower you to embrace change, drive innovation within your organization, and equip you with the tools to advance your career's success.

Join forward-thinking HR professionals who are committed to creating a better HR landscape. Immerse yourself in thought-provoking sessions, collaborate with industry trailblazers, and equip yourself with the knowledge and tools to navigate the journey ahead.

[Learn more about SHRM24](#)

June Learning Lab

Thursday, June 27 | 2:00pm - 4:00pm|

Tulsa Tech - Client Service Center, Training Room 9

The Future of HR Technology: Generative AI...and other stuff

Presented by Tim Whitley

The HR landscape is undergoing a seismic shift due to rapid technological change and cultural disruptions. As an HR professional, you may feel overwhelmed by the slew of trends and technologies plastered all over your newsfeed. In this session, I will break down these trends into manageable summaries and give you actions you can take right now to prepare yourself for the future of HR technology.

This session will be highly interactive and feature opportunities for HR professionals to share what they are doing and ask questions about the future.

[SIGN UP](#)

July Program Meeting

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

Location - TBD

Mouse Trap Trust

Presented by Greg Hawks

How to go rapidly from Thin to Thick Trust on teams, enabling efficiency and effectiveness! Trust is the foundation for every relationship. Some people start off naturally trusting while others require it to be earned. Without it, time is wasted and the wrong problems are solved.

WHY IT MATTERS

How do you decide to trust someone or not? In business, it's not an either/or proposition. We trust our colleagues, supervisors and subordinates in varying degrees, from thin to thick. The thicker the better An Ownership Mindset enables individuals to engage in conversations that cause the evolution of trust to progress. Using the filters of Care, Commitment & Competence, trust can be built into a strong foundation.

Using a mouse trap to unveil numerous principles that exist within a trusting relationship, Greg engages the audience in a trust exercise like you've never experienced before!

[REGISTER](#)



Welcome new members!

Kelley Trout - InterWorks

Brianna Patrick - Matrix Service Company
Kimberly Dill - Layson Enterprises Inc
Justin Wallis - AAON
Raymond Beard - Tulsa IAFF Local 176
Haleigh Garber - Tulsa Community Foundation
Jon Updyke - Matrix Service Company
Micheala Rainwater - AMETEK Chandler Engineering
Lauren Sims - Tulsa Zoo Management Inc
Shay Sanchez - LEI Corp
Amy Everett - World Travel Services
Jody Stuart - Saint Francis Health System
Rob Spaethe - The People Perspective
Elizabeth Bell - ONE Gas Inc
Steven Hobbs - Red River Payroll Inc
Jannette McCormick - EmployerAdvocates
Kira Long - City of Coweta

Mark your calendar!

May 15 - Program Meeting

May 23 - Learning Lab

June 23 - 26 - SHRM Annual Conference

June 27 - Learning Lab

July 17 - Program Meeting

July 25 - Learning Lab

Please note that there will not be a newsletter in June or July. Watch your TAHRA emails and be sure to follow us on our Facebook and LinkedIn!

[Calendar](#)



— SHRM —
SHRM-CP | SHRM-SCP
RECERTIFICATION
PROVIDER



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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