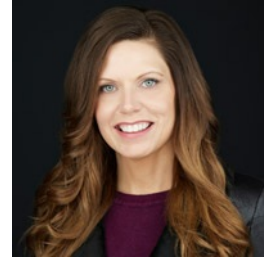




## Newsletter

### Letter from the President

As the year comes to a close, it's time to hang up my president's hat—though I'll still be sticking around in 2025 as your Past-President to cheer you on and provide assistance wherever I can. This year has been nothing short of remarkable, and that's all thanks to *you*.



In 2024, we came together for some truly unforgettable moments as well as record setting membership. Our program meetings were packed with insights that sparked meaningful conversations about workforce challenges. Our learning labs continued to provide valuable deep dives into HR's toughest topics, while the TAHRA Law Seminar equipped us with critical tools to stay ahead in an ever-changing legal landscape.

We also celebrated TAHRA's 2024 accomplishments in fostering growth, connection, and education. From supporting the next generation of HR leaders to seeing record-breaking participation in our events, this year proved what we can achieve when we come together as a community.

It has been an incredible honor to serve as your president. I've learned so much from you all, laughed more than I can count, and felt endlessly inspired by the dedication and heart of this organization. And though my time in this role has ended, I'll still be here—ready to support, cheer on, and occasionally make corny jokes as part of the TAHRA family.

Thank you for making 2024 an extraordinary year. Here's to an even brighter 2025!

With gratitude,  
Penny

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### December Learning Lab - Tomorrow!

Thursday, December 5 |2:00pm - 4:00pm|

Tulsa Tech Client Service Center - Training Room 10

# Five (5) Strategies for Disrupting Your Unconscious Biases

Presented by Linda Jenkins, Owner, Jenkins Consulting Group

Many leaders are striving to create dynamic inclusive organizations that maximize innovation, creativity, productivity, engagement, and relationships to effectively serve their constituents. These leaders create and adapt systems that promote fairness and equitable treatment, and foster environments where diverse perspectives are heard, recognized, and acted upon. They are using unconscious bias training to help their employees and volunteers become fully engaged in supporting and sustaining their efforts. This workshop will introduce participants to unconscious bias and its impact on decision-making in the workplace; tools to identify their individual unconscious biases; and five strategies they can use to disrupt their unconscious biases. This session should particularly benefit leaders working to create organizations that maximize innovation, creativity, productivity, engagement, and relationships.

***Registration has ended, to attend email [admin@tahra.org](mailto:admin@tahra.org).***

## January Program Meeting

Wednesday, January 22 | 11:15am - 1:00pm |

Location - TBD

## YOUunity Begins with You Presented by Ashley Smalley



Unity on a team is crucial if a team is going to reach its goals and enjoy its work. Unity starts with how we use the incredible influence we have on those around us. This message dives deep into practical ways to use that influence to unite rather than divide.

It includes things like:

- Using patience and humility with teammates
- Working to be a complement rather than a competitor
- Addressing conflict in a way that makes the team stronger
- And so much more!

***Sponsored by:***



## The People Perspective, LLC

HR Compliance | Training | Development | Search & Recruiting

REGISTER

### January Learning Lab

Thursday, January 30 | 2pm - 4pm

More information available soon.

SIGN UP



### Early Registration Now Open!

Join us for ConnectHR, a two-day event happening on May 5th and 6th, 2025, designed for HR and Business Professionals looking to enhance their knowledge and expand their network. With a focus on HR, Business, and Legal topics, attendees will have the opportunity to engage in educational sessions led by industry experts and participate in valuable networking activities.

May 5-6, 2025 | OKC Convention Center  
Hurry! Early registration will end January 15, 2025.

REGISTER HERE



## — THE OKLAHOMA — **EMPLOYER ALLIANCE**

Join us for an enriching gathering where HR Professionals, Workforce Development Partners and Business Leaders converge to exchange insights, strategies, and best practices in an interactive environment.

**DECEMBER 10TH**  
**8:30 AM - 10:30 AM**



1612 S. Main St.  
Sapulpa, OK  
74066

For more information and to register, please click button below.

If you are interested in speaking at one of The Oklahoma Employer Alliance events, please contact David Crow at [David.Crow@oesc.ok.gov](mailto:David.Crow@oesc.ok.gov)

[MORE INFORMATION](#)

## **Welcome new members!**

Cyndi Sharp - Wedlake Fabrication  
Jason Steinhouse - Bama Companies  
Al Burns - TSA  
Candace Ogden - Cyntergy



## Mark your calendar!

**December 5** - Learning Lab

**January 22** - Program Meeting

**January 30** - Learning Lab

Membership renewals for 2025 are now open! Visit [tahra.org](http://tahra.org) to update your membership profile and renew!

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)



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