



Newsletter

From the President

Nancy Gunter, SHRM-SCP, SPHR



EMPATHY – from Young Sheldon

My spouse and I have a tradition that we watch a 30 minute funny TV show before going to bed each night. The rule is that we have to laugh out loud before going to sleep. Right now, we are watching Young Sheldon on Netflix. If you have ever seen this show you know that Young Sheldon is not in tune with his emotions (that is putting it lightly. 😊). He says whatever comes to mind and has little, if any, empathy.

In season 4 or 5 Sheldon decides he is going to show empathy and looks up what that means.... *“Give your full attention to what the other person is saying, and try not to interrupt. Ask questions to learn more about the other person, their life, and what they think.”* He attempts to do this, yet constantly wants to interrupt and correct what people are saying. His dad reminds him that he is supposed to be showing empathy. He eventually has had enough and blurts out what is “right” regardless of the emotional consequences.

So why am I going on about this? As a leader, empathy is one of our greatest powers but what does this actually mean? To truly show empathy we need to listen. Listen to understand, not to speak. Listen to see what the other person sees, not to explain what we see. Listen to acknowledge their reality, not to compare it to our own. Listen to appreciate their perspective, not to challenge it. If we are to truly be empathic leaders we must fully emerge in the conversation and LISTEN.

January Program Meeting

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

Tulsa Country Club

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!

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REGISTER

January Learning Lab

Thursday, January 30 |2:00pm - 4:00pm|

Tulsa Tech Client Service Center - Training Room 11

More details will be available soon!

SIGN UP

Employee Benefits Masterclass

Building a Health Plan Strategy to Support a Multi-Generational Workforce, Attract Talent and Control Costs

When: Tuesday, February 11th

Where: The Summit Club

Kick Off the New Year with an Employee Benefits Masterclass

As we step into 2025, it's the perfect time to focus on strategies that can make a lasting impact on your workforce. We hope you can join us for our latest Employee Benefits Whiteboard Event on February 11th at the Summit Club. Attend and earn 2.0 SHRM and HRCI credits.

Learn More & Register Here: <https://www.bbrown.com/us/employee-benefits-masterclass-tulsa/>

This is a paid advertisement.



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

TAHRA Annual Awards

We are thrilled to announce the nominees for this year's annual TAHRA Awards! The awards process has been updated for 2024, and this time, we want you to vote for your favorites. The voting process is simple and should only take a few minutes of your time. To help with your decision, we have provided introductions for [each nominee here](#).

Winners will be celebrated with a charitable donation to the nonprofit of their choice, a one-year TAHRA membership that includes prepaid program meetings, a commemorative plaque, and special recognition during our February program.

In some categories, there was only one nominee, meaning they will automatically be honored as the winners in their respective categories. While there won't be a formal voting process for these individuals, we would still like to take a moment to acknowledge their remarkable contributions and achievements.

Please join us in congratulating all the nominees!

CAST YOUR VOTE HERE!



EMERGE

Coming Soon: EMERGE 2025 Unlocking Your Potential with the Power of Mentorship

EMERGE is more than just a mentoring platform; it's a transformative experience for emerging HR professionals. By connecting with seasoned experts, you'll gain invaluable insights and build lasting relationships. Through monthly cohort-style sessions, EMERGE offers a unique blend of speed mentoring and career growth sessions. Whether you're seeking guidance or eager to share your knowledge, EMERGE provides the perfect platform.

TAHRA is pleased to offer this member-only benefit for a third year. Mentor and mentee applications for the 2025 cohort open soon, so stay tuned!

TAHRA Department of ONEish

Are you an HR Department of one or two?

Beginning in February, fellow TAHRA members, Jenny Ruggs and Brittany Carolus will be facilitating our newest membership perk. Join this group to network with others in your position, share hacks and get new ideas that pertain to a Department of ONEish.

The first meeting will be February 4th from 3:30-4:30.

To participate, you must be a Department of ONEish (no more than two in HR).
Please no consultants or sales people.

[Click here to sign up!](#)



TULSA WORLD

SPRING 2025
CAREER FAIR
ONE OF TULSA'S LARGEST CAREER FAIRS

March 6, 2025
10:00 AM - 2:00 PM

Central Park Hall
at Expo Square

[CLICK HERE FOR MORE INFORMATION](#)

This is a paid advertisement.

Welcome new members!

Amy Eatherton - City of Broken Arrow
Carolyn Sloan - Warren Equipment Company
Paula Green - Cherokee Measurement & Control
Jacque Hulsey - City of Broken Arrow
Selma Awuor - TTCU Federal Credit Union
Desire' Dooley - TTCU Federal Credit Union
Mackenzie Jones - Matrix Service Company
Susan Boggs - Levare U.S., Inc.
Jill Parvin - EADS Cooling Solutions
Shawna Lee - Specific Systems

Heather Fuller - HoganTaylor LLP
Andrea Hyre - Hyre Impact Consulting, LLC
Kyle Edwards - Real Alloy Recycling LLC
Rosy Muzika - CAP Tulsa
Alexandria Pippenger - Edison Health Solutions



Mark your calendar!

January 22 - Program Meeting

January 30 - Learning Lab

Don't let your membership lapse! If you have not renewed for 2025, your "grace" membership will end on February 15th!

[Calendar](#)





[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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