



## Newsletter

### From the President

Nancy Gunter, SHRM-SCP, SPHR



### CHANGE That Was NOT Your Idea

As some of you may know my sport of choice for participation is Triathlons. These days the sprint distance is enough for me. The training is something I usually enjoy. Swimming, biking, and running/walking are all things that are tiring, but enjoyable. Today the workout plan was swimming. I thought my swim was okay – nothing to write home about, but okay. However, during my swim workout today my coach said “you need to glide more and quit fighting the water” to which I promptly replied, “you told me last year I needed to speed up my swim stroke”. (This was not received well...)

Needless to say I am someone who wants to do things right, not just sometimes but ALL THE TIME. This is unrealistic and creates stress from time to time. When faced with change, such as changing my swim stroke, my initial reaction is often frustration and annoyance that I wasn't already perfect or that the first time I tried something new it wasn't perfect. I have to consistently remind myself that change is part of life and it will take time and practice to feel comfortable with this new thing.

Today, in the pool, after a few failed attempts, I put my goggles up and said to myself “I need to practice before this will feel normal.” This was a much better, healthier and happier response than frustration and annoyance!

What is your reaction to change that was not your idea? What can you commit to doing that will make your response better, healthier and happier for you?

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### February Program Meeting

Wednesday, February 19 | 11:15am - 1:00pm |

Lunch - 11:15 | Awards - 11:40 | Speaker - 12:00

Tulsa Technology Center - Client Services Center (Lemley Campus)



# Empowering HR: Enhancing Cybersecurity Measures for Organizational Safety and Control

Presented by Andy Bigbie

**This program is approved for HRCI Business credits.**

Empowering HR: Enhancing Cybersecurity Measures for Organizational Safety and Control offers HR professionals invaluable insights into practical cybersecurity strategies that can significantly enhance their organization's security posture over time. This presentation focuses on actionable best practices and controllable variables that, when implemented, can lead to tangible improvements in cybersecurity within 3-6 months. From establishing robust governance structures and direct communication channels for incident response to conducting regular vulnerability assessments and fostering a culture of security awareness, attendees will learn how to proactively safeguard sensitive data and mitigate cyber risks effectively. By participating in this session, HR professionals will gain the knowledge and tools needed to play a proactive role in cybersecurity and contribute to the overall security resilience of their organization.

**We will be presenting the TAHRA annual awards at this program meeting.**

***Sponsored by:***



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REGISTER

## **February Learning Lab**

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

Tulsa Tech Client Service Center

## **Lonely at the Top: Leadership Isolation & Overcoming Challenges**

**Presented by Christine Beldner, MSHRM, SPHR, SHRM-SCP**

As HR professionals, we are leaders in our own right—often the first call in a crisis, the go-to for solutions, and the bridge between employees and

executives. But who supports HR? The very nature of our role can create a sense of isolation, making it difficult to find trusted confidants, share challenges openly, or receive the same level of support we provide to others. This session will explore the unique isolation HR leaders face, its impact on decision-making, engagement, and personal well-being, and how to break the cycle. We'll discuss strategies for building peer networks, fostering executive buy-in for HR well-being, and redefining what leadership support should look like—not just for the C-suite, but for HR itself.

SIGN UP

## Meet the 2025 Board of Directors

As TAHRA continues to support the growth and development of HR professionals in the Tulsa area, we are proud to introduce our 2025 board, a group of dedicated individuals committed to advancing our mission and providing our members with valuable resources, networking opportunities, and industry insights.

**President** - Nancy Gunter, SHRM-SCP, SPHR

**President-Elect** - Barbara Abercrombie, Ph.D., SPHR

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

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

**VP Education** - Jamie Kilpatrick

**VP Leadership Development** - Jessica Vaught, SHRM-CP

**VP Legislative Affairs** - Harrison Kosmider, J.D.

**VP Membership** - Ashley McIntosh, PHR

**VP Programs** - Lance Thompson

**VP Public Relations** - LaToya Gordon

**Treasurer** - GlenNel Barlow, SHRM-SCP, SPHR

**At Large - Certification** - Cricket Moore, SHRM-CP

**At Large - Community Relations** - Michael Williams

**At Large - Sponsorship/Foundation** - David Imerbthama

**College Relations Chair** - Torii Ransome Freeman, J.D.

**Hospitality Chair** - Tim Dombrow, CEBS

**Registration Chair** - Cynthia Simmons Taylor, SHRM-CP, PHR

**Special Projects** - Stacey Hicks, SHRM-SCP

**Workforce Readiness Chair** - Chris Vaught, J.D

**Chapter Management Professional** - Julie Odom, CAE

To learn more about our board of directors, click [here](#).



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

REGISTER HERE

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**EMERGE** 

**Unlocking Your Potential with EMERGE: The Power of Mentorship**

**Accepting Mentee and Mentor Applications through February 28!**

EMERGE is more than just a mentoring program; 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! Click the following link to apply by Friday, February 28: [2025 EMERGE Application](#).

Those interested in being mentees should be HR professionals with 1-4 years of HR experience, and those interested in being mentors should be HR professionals with 8+ years of HR experience. Applications will be reviewed in March, and we will notify applicants of their acceptance status at that time. Email [admin@TAHRA.org](mailto:admin@TAHRA.org) with any questions.

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JOIN THIS GROUP TO NETWORK  
WITH OTHERS IN YOUR  
POSITION, SHARE HACKS AND  
GET NEW IDEAS THAT PERTAIN  
TO A DEPARTMENT OF ONE(ISH).



**TULSA HR**

**DEPT OF 1<sup>ISH</sup>**

**(NO MORE THAN TWO IN HR)**



DATE: TUESDAY, 3/4/2025

TIME: 3:30PM TO 4:30PM

LOCATION: TO BE ANNOUNCED

**\*PLEASE NO CONSULTANTS OR SALES PEOPLE\***

[Register Here](#)

## **TAHRA Membership & Hospitality Committee – Call for Members!**

The Membership & Hospitality Committee is gearing up for an exciting 2025, and we want you to join us! We are seeking TAHRA members who want to help enhance the member experience and be a welcoming presence at events. If you want to get involved and enjoy being creative and collaborative, we would love for you to join us. Email Ashley McIntosh at [ashley.mcintosh@onegas.com](mailto:ashley.mcintosh@onegas.com) to sign up!



## Welcome new members!

Jordan Washburn - Williams  
Lainey Lehman - Gallagher  
DeLanna Jordan - CAP Tulsa  
Sarah Roper - Shangri-La Resort  
Larry Evans - Bama Companies Inc  
Alyssa Westhusing - SageNet  
Laura Stubbs - Metal Panels Inc  
Cathy Davis - Webco  
Ryan Fox - Matrix Service Company  
Nicole Amend - Blue Cross and Blue Shield of Oklahoma  
Ethan Murray - The People Perspective, LLC



TAHRA proudly supports SHRM Foundation, the nonprofit arm of SHRM, which mobilizes HR as a force for social good. We believe each of us in HR has the power and opportunity to lead change in the workplace. Together we're building a more inclusive talent pipeline, addressing mental health and wellness, and strengthening the HR field. Get involved to nurture the potential in HR, talent, and workplaces. Donate to make possible the research, toolkits, certificates, and scholarships that help us all thrive together.

[Learn More and Contribute Here](#)

## Mark your calendar!

**February 19** - Program Meeting  
**February 27** - Learning Lab  
**March 4** - HR Department of ONE(ish)

If you have not renewed your TAHRA membership for 2025, this will be your final newsletter - don't miss out on exclusive resources, events, and professional development opportunities!

[Calendar](#)



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

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

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