



## Newsletter

### From the President

Nancy Gunter, SHRM-SCP, SPHR



### Positive Mental Fitness at Work

Some of you may have heard me talk about Positive Intelligence or Positive Mental Fitness. This is basically your ability to deal with life's circumstances from a positive rather than negative mindset. It is your ability to deal with stress, frustration, anger, blame, guilt, etc. in a more effective and productive manner.

Well, today I had the opportunity to put a lot of this mental fitness into practice. I was on a 5am flight from Jacksonville, FL to DFW then on to Tulsa. Everything was going fine, the plane was boarded, we were actually about 5 minutes ahead of schedule. The flight attendants were going through their normal checks. I had a 1 ½ hour layover at DFW and was thinking about what I might get for breakfast once I got there. I was getting on the Wi-Fi to pick out my movie for the 2.5 hour flight when the pilot comes on and says "well, folks, we have a flashing yellow light up here and we will need maintenance to come look at it. Unfortunately, we don't know when maintenance will get here." My first thought was, "Great! I have 3 meetings this afternoon that I really need to be back for. Hopefully this won't take too long." The first message from AA came through on my text saying we were delayed by 40 minutes. I'm thinking "okay, that's alright. I can still make my connection." The pilot comes back on 30 minutes later and says "The maintenance tech we are waiting on is doing an oil change a few planes over and he will be with us. Should be about another 30 minutes." My thought ..... "WHAT?!? 30 more minutes! Then who knows how long after that before we can take off. I won't make my flight!"

At that point I had a decision to make, I could continue down this stressed, frustrated path or I could choose a different route. I took a few breaths and began to think about all of my options.

I called AA and asked what my options were when I got to DFW..... They were not good. The next 2 flights were fully booked so the only option was the late afternoon flight. I would not make any of my meetings. I went ahead and booked the flight that was available. I decided to cancel 2 meetings and reschedule for next week, which all parties were understanding of and supportive. I moved the 3rd meeting to a phone call which worked just as well

as face to face. By the time I arrived at DFW I was calm and prepared for a 6 hour wait. I took my time, enjoyed my meal and then went to the gate to see if I could go standby on an earlier flight. Believe it or not, a seat had opened up on the early afternoon flight! Now I had a ticket to get home 3 hours earlier.

My meetings were still cancelled, everyone was good with that, and now I had time to spend with my family without pressure to do something else. An unusual blessing and opportunity. One that I would not have had if everything had gone as planned.

When you are faced with difficult situations ask yourself “What are my options? What am I looking for?” Then start looking for the possibilities and opportunities.

## **NEXT WEEK! March Program Meeting**

Wednesday, March 12 | 11:15am - 1:00pm |

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

Tulsa Technology Center - Client Services Center (Lemley Campus)



### **Making HR Great Again? Because Regular Compliance Wasn't Hard Enough**

Presented by Chris Vaught

*The annual TAHRA Awards will be presented at this meeting.*

This presentation will explore actions taken by the Trump Administration since January 2025 that have a direct impact on corporate compliance strategies implemented by HR Professionals. Chris will also provide action steps HR professionals can implement to minimize turbulence within their workforces and remain compliant with the current state of the law.

After attending this program, you will:

Understand Compliance Obligations

- Analyze how recent Executive Orders impact private sector employers' legal responsibilities in areas such as DEI, immigration, and hiring practices.
- Identify key compliance risks and necessary policy adjustments to avoid penalties.

Evaluate the Impact on Workplace Policies

- Assess how changes to federal regulations affect HR policies, including recruitment, diversity initiatives, employee documentation, and termination procedures.
- Develop strategies to align workplace policies with the latest federal mandates while maintaining organizational goals.

Enhance Workforce Planning and Risk Management

- Identify the potential effects of federal hiring freezes, immigration enforcement, and affirmative action changes on workforce planning.

- Implement proactive risk management strategies to ensure continuity in talent acquisition and retention.

#### Prepare for Increased Federal Oversight and Enforcement

- Recognize the role of federal agencies (e.g., DOJ, EEOC, DOL) in enforcing new mandates and how they may target employer practices.
- Develop HR strategies to audit internal processes, train staff on compliance updates, and prepare for potential federal investigations.

***Sponsored by:***



REGISTER

### **March Learning Lab**

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

Tulsa Tech Client Service Center - Training Room 25

### **Navigating I-9 Compliance in a Shifting Immigration Landscape**

Presented by Chris Vaught

At this learning lab, Chris Vaught will provide a comprehensive overview of I-9 compliance requirements, focusing on recent changes and emerging challenges within the evolving immigration landscape under the Trump Administration touched on at our March program. Attendees will gain insights into best practices for verifying employment eligibility, avoiding common pitfalls, and maintaining compliance amid regulatory updates. Additionally, the session will cover key trends, recent enforcement actions, and practical strategies to manage audits and mitigate risks effectively. Ideal for HR professionals, legal advisors, and business leaders, this presentation empowers organizations to navigate the complexities of I-9 compliance with confidence.

SIGN UP



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

## EMERGE

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

**Last chance to sign up for EMERGE - Deadline Friday, March 7!**

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, March 7: [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.

### The Power of Professional Development: Show Up, Grow, and Stay Accountable

by Jessica Vaught, VP Leadership Development

In today's fast-paced world, continuous learning is key to career growth. Professional development—whether through workshops, networking events, or

training sessions—keeps you ahead of industry trends and enhances your skill set. But one often-overlooked aspect of growth is accountability, especially when it comes to following through on commitments.

When you RSVP to an event, it's not just a courtesy—it's a professional obligation. Organizers plan based on expected attendance, and your presence (or absence) can impact the experience for others. More importantly, consistently honoring your commitments builds credibility and trust. It demonstrates reliability, shows respect for others' time, and strengthens your professional reputation.

Attending professional development events also benefits you. Every session, conversation, or new connection has the potential to open doors, spark ideas, or lead to unexpected opportunities. Growth happens when we actively engage, push ourselves to learn, and invest in our own success.

So, the next time you sign up for a seminar or networking event, make it a priority. Show up, engage, and take ownership of your development. After all, the most successful professionals are those who not only seek out opportunities but also follow through on them.



Join other forward-thinking HR professionals for SHRM25 in San Diego. Get ready for four days of learning, networking, inspiration, and professional growth. Whether you prefer competency-based HR seminars, hands-on workshops, or curated content on crucial HR topics like mental health, AI in the workplace, D&I, and so much more, there is something for you. Learn from business leaders you know and admire while the brightest minds in HR inspire you to propel your organization forward in the world of work. Hurry! Early bird pricing ends soon.

[Learn More](#)

## **TAHRA Community Relations - Call for Volunteers**

TAHRA is in the early stages of updating our website, and we're looking for volunteers with website building skills, technical expertise, or a general interest in websites to help bring our vision to life! If you're passionate about contributing to this project, we'd love for you to join our committee. To get

involved, please email us at [admin@tahra.org](mailto:admin@tahra.org). The time commitment is just a couple of hours each month, with the project expected to wrap up by the end of the year.

## Welcome new members!

William Griggs - SCORE Tulsa  
Kristina Downing - Saint Francis Health System  
Amy Hossain - DVIS  
Erica Fuentes - CommunityCare  
Jeff Salem - Innovatus Imaging Corp.  
Britt Vann-Waggoner - Tulsa Job Corps  
Hossain Ahmadi - YWCA Tulsa  
Carmel Kornegay - Blumen HR



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!

**March 7** - Deadline for EMERGE Applications  
**March 12** - Program Meeting (Week early for Spring Break)  
**March 27** - Learning Lab



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