

May 2013

Issue 25



Chapter 0175

Letter From the President

by *Brandon Brazeel, SPHR*

I would personally like to thank the Oklahoma State Council and the OK HR State Conference committee on a job well done in Norman. What a powerful lineup of key notes speakers and break out session presenters! Thank you to all of the TAHRA members who were in attendance and helped plan the State Conference. I hope everyone that attended was able to walk away with tools that will immediately impact them and their employees and organizations.



It is never too early to start planning for next year. The 2014 Oklahoma HR State Conference and Expo will be returning to Tulsa and will be held at the Tulsa Convention Center. The theme is "The Energy of HR" and the goal is to PowerUp HR, and it promises to deliver the energy needed to elevate us and our employees to the next level. Early registration will be open soon! Watch the website at <http://www.okhrconference.com/> to get the best deal.

We are already into May and fast approaching the mid-year reviews and summer vacations. The TAHRA Board will also be conducting a mid-year review of our goals for 2013 and tweaking and/or changing our objectives to finish 2013 stronger than ever. Thanks to everyone who volunteers their time to TAHRA to advance the profession and service the HR professionals of Tulsa. It is never too late to volunteer and get involved to better our profession and our community. If you are interested in joining a committee, please visit our [committees page](#) on our website. With your continued support and dedication, we will continue to energize Tulsa HR!

Lastly, don't forget to register for the SHRM Annual Conference in Chicago on June 16-19! Visit www.annual.shrm.org for more details.

Have a great summer and I am looking forward to a great second half of the year!

May Program Meeting

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

Marriott Tulsa Southern Hills
Members - \$20, Guests - \$30

[Register now!](#)

Today is the last day to register!!



Journey Management:

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Unleashing the Strategic Power of Change

Presented by Jimmy Brown, Ph.D.

At the simplest level, Journey Management is the process of assessing the impacts of major organizational changes, and actively managing those transitions so as to maximize positive results and minimize negative consequences. Journey Management is different from traditional change management in several key ways:

- While change management tends to be tactical and limited in vision, Journey Management is strategic and considers the whole enterprise.
- While change management is reactive, Journey Management is proactive.
- A guiding principle of Journey Management is to always link change to some desired performance outcomes. If a change can't be linked to some performance outcome then what is the point of doing it?

This is not to say that Journey Management is not about abandoning the valuable parts of traditional change management. It is about expanding and integrating those efforts so that they are coordinated across the enterprise. The focus of this presentation will be reviewing those activities and discussing how they can be applied.

Jimmy Brown, Ph.D. is a senior level management consultant with seventeen years of experience leading efforts to develop and implement practical strategies for business performance improvement. Major areas of focus have included change management, organizational assessment/effectiveness, performance improvement, and business strategy.

During his career, Dr. Brown has held senior level consulting positions at leading firms such as Booz-Allen & Hamilton, Accenture and Hewlett-Packard. He is currently the Strategy & Change Practice Area Lead with Beacon Associates. In these roles, he has often been called upon to consult with senior and C-level executives on the best ways to leverage data to drive business performance. Dr. Brown's industry experience includes life sciences (provider, payer and pharmaceutical), federal government (civilian and DoD), not-for-profit, manufacturing and retail.



This program has been approved for 1 recertification credit hour toward General recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at www.hrci.org. *The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means*

that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Sponsored by:

**Bloomberg
BNA**

May Learning Lab

Location: OSU Tulsa

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession. For information on becoming a TAHRA Partner [click here.](#)

Meet our TAHRA Partners...

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**TAHRA 2013
Board & Committee Chairs**

Brandon Brazeel, SPHR
President

Billie Fisher Callahan
President Elect

Thursday, May 23 |2:00pm - 4:00pm|
Members - \$15, Guests - \$25

Register Today!

Why Wellness in the Workplace?

Presented by Dr. Melanie Rich and Dr. Linda Goldenstern



Workplace wellness programs are an investment in your company's most important resource, your workers. Studies have shown that workers are more likely to be on the job and performing well when they are feeling well both physically and mentally. Workers are also more likely to be attracted to, remain with, and appreciate an employer that values them. Join us in May as speakers, Dr. Melanie Rich and Dr. Linda Goldenstern, share information about the efficacy of wellness programs, why the biometrics matter and what the data predicts, methods of identifying "stressed employees" and recent research on incentive efficacy. They will also discuss stress reduction and teach stress management exercise/relaxation techniques and Pilates at your desk, taught by a special instructor.

Dr. Melanie Rich is a licensed clinical psychologist, having earned her Doctorate at the California School of Professional Psychology in Berkeley, CA. With more than thirty years of experience in private practice and organizational settings, she has consistently been attuned to the connection between mind and body which so significantly impacts an individual's health, wellness, and overall life functioning. Melanie has lectured extensively on topics which promote mental health and general well-being, including techniques for stress management and utilizing mindfulness in managing everyday life.

Dr. Linda Goldenstern specializes in internal medicine and has practiced in Tulsa, Oklahoma since 1981. She received her medical degree and completed her residency at the Baylor College of Medicine in Houston, Texas. With more than 35 years of both private practice and hospital based experience, Linda enjoys her role as an interpreter of medical complexities. She skillfully presents information that is understandable and useful in promoting health built on knowledge and informed choices.

July Program Meeting

Wednesday, July 17 |11:15am - 1:00pm|
Crowne Plaza Tulsa Southern Hills
Members - \$20, Guests - \$30

Register now!

The Impact Rules: Four Mission-Critical Leadership Questions

Presented by Rhett Laubach



Every working professional decides what type of impact he or she is going to make today. When that impact is positive, productive, others-focused and solution-oriented, work and life at work gets better. Join leadership expert Rhett Laubach as he takes you

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Julie Odom
Chapter Management
Professional

through four leadership questions designed to help you understand how to make a more meaningful impact at work and at home.

Energy. Passion. Real. These are three words clients and peers use to describe Rhett Laubach. As a professional speaker, author, leadership expert and founder/operator of YourNextSpeaker, LLC, Rhett has presented high-energy keynotes and workshops for 20 years, in 47 states and to one million audience members.

He also coaches hundreds of individuals to develop their public speaking, interviewing and interpersonal communication skills. Check out his two popular blogs, Personal Leadership Insight and his speaking skills blog, Authenticity Rules. Rhett is a dedicated Christian, husband, father and community leader in Edmond, Oklahoma.



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Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University.

If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email contactus@rcmaok.com.

You may visit the RCMA website at www.rcmaok.com.

This is a paid advertisement.



Would Your Company Like to Sponsor a Program Meeting?

Sponsorship includes:

- Exclusive sponsor for Monthly Program Meetings
- Display table in the registration area. Banner, brochures, and giveaways are acceptable.
- Three (3) minute organizational presentation.

- Company name and logo included in the e-newsletter the month announcing the program.
- Written company informational packets at each place setting.
- Door prizes are acceptable and will be presented after collection of business cards when the educational session is completed.
- Program, food and beverage for two.

Please contact Kari Dean, Sponsorship Chair, for more information.
kari.d.dean@ehi.com

Networking: Are you Freaked Out?

By Bryan Wempen, VP of Technology

This article was edited from its original version on OKHR.org on Wed, Apr 24, 2013.

Sometimes gathering with strangers at an event raise anxieties for most of us. You lack familiarity with anyone and become a little uncomfortable in these situations. TAHRA Program Meetings and Learning Labs are a great opportunity to feel a little bit better about meeting new people and practice your networking skills.



Here are some tips I use for effective, almost stress free networking:

- Keep moving for first few minutes of the event, walk the perimeter, check out the layout. This will keep your mind busy and allow you to scan the group.
- Don't fill your hands up with stuff, a drink, a plate, a give-away, etc. This just makes the awkwardness of trying to shake hands or have a conversation exponentially more difficult. Stay nimble!
- Have a few questions in queue mentally as a fall back if you get nervous and start to "freak out". Remember the other person is probably just as nervous as you.
 - Where do you work?
 - Anything happen lately in HR that was amazing you want to share? Here is something I experienced _____ . *This makes most people open up, very positive start to conversation.
 - Sports teams you like?
 - Where did you go to school? Or are you from Tulsa (or whatever city applies) originally?
 - Are you able to find time for outside interest i.e. volunteering, travel, hobbies... (It's tough for me, like others with a hectic schedule) Make a statement.
 - Get in front of the awkwardness and say, hey...I'm really not very good at meeting people or networking so here is my best effort on an ice-breaking question... (Insert question).
 - Pull out the compliment if you're sinking fast: nice shoes-ear rings-purse-man purse-nail color-something not too sexy (it's an HR meeting remember).
 - I personally avoid the kid/significant other conversation too early, its higher risk for major fail. Some people feel more comfortable with these conversations, just go with what feels right for you.

And... at our next event, make sure you introduce yourself to me; I will make the conversation easy and maybe even fun. Most important thing to remember is you are here at a meeting to "meet" other HR professionals just like you, learn from them and have fun!

How to Retain Top Talent

By Dixie Agostino, HRCI Chair



In my career as a technical recruiter and executive headhunter, one of the best parts of my job is talking to skilled high performers who are passionate about what they do. There are similarities regardless of industry in companies whose employees are motivated, involved and content. So how can you create an environment that keeps the best of the best?

- Take money off the table. Star players know their industries and know what the compensation range is in their area. Make sure your company's package is competitive and that high achievers are eligible for additional incentives and performance bonuses for hitting bigger goals.
- Keep them sharp. Maintain your people by investing in personal and professional development programs and training. People who are motivated by being the best will thrive in a culture that continually enhances their skills.
- Inspire with the bigger picture. Key people want to be a part of something bigger than them. They want to build, to be inspired. Sometimes the drive to beat last year's goal is not enough. It can be the idea of revolutionizing an industry, the act of reaching out to the community or the opportunity to be a leader that can keep the fire for the job burning high.
- Show them the path. Mentorship and coaching from higher level employees not only prepare employees for succession, they give mentees the chance to see their career growth possibilities within the company. It is also a highly effective way to fully engage employees at all levels and pass vital company information both up and down the chain of command.
- Make it all about the work. Address performance issues right away. Don't allow a "C" player to take the momentum out of an "A" performance team. Promote based on merit, not on favors or "who likes who".

Companies that encourage, inspire and develop their staff will reap rewards with lower employee turnover, higher morale and better customer satisfaction. Win!

For more information or questions, contact Dixie Agostino at Dixie@switchgearrecruiting.com or (918) 574-8750.



Summer is around the corner....don't miss these events!

by Denise Reid, Chamber Liaison

SAVE THE DATE!

**July 23, 2013 - Hard Rock Hotel & Casino
Workforce Summit - Demand Driven
Training for the 21st Century**

Keynote speaking is Jennifer McNelly, President, Manufacturing Institute
Topics that will be covered include:

- Why National Certifications Matter
- Industry Use & Experience with Workforce Certification
- Best Practice lunch - facilitated table discussion
- Successful Models from Across the Nation
- Building a Pipeline of Workers
- Workforce Challenges Facing Oklahoma

For more information about the summit visit
www.nasconetwork.com/workforcesummit.

This event partners are Tulsa Community College, Workforce Tulsa, Oklahoma Manufacturing Alliance, Tulsa Regional Chamber and NASCO through Department of Labor TAACCT grant funding received for the Tulsa region.

John Hope Franklin Symposium

Hyatt Regency Hotel (downtown)

- May 29th @ 3:00 Tour Black Wall Street
- May 30th 8:45a.m. to 6:30p.m. + Reception 7:30p.m. to 9:00p.m.
 - 9:00 - David Blatt, Ph.D., Director OK Policy Institute - Public Policy Ramification of Reconciliation in America
 - 10:45 - 12:00 Concurrent sessions
 - 12:15 - John Gibson, CEO ONEOK "Reconciliation is a Corporate Value"
 - 3:30 - Town Hall -open to public (no cost) A Conversation on the Value of Reconciliation between Eminent Theologians
 - 5:35 - Peter Edelman, lawyer, policy maker and law professor at Georgetown University Law Center - Race and Poverty: The Civil Rights Issue of the 21st Century?
 - Reception at Philbrook Museum
- May 31st 8:15a.m. to 3:00p.m.
 - 8:15 - Roberto Ramirez, Branch Chief, Ethnicity and Ancestry Statistics Branch, U.S. Census Bureau -Demographic Trends Through 2050
 - 9:30 - 12:15 Concurrent sessions
 - 12:30 - Public interview with Etan Thomas, retired NBA basketball player, writer and social activist - Opportunity, Equity & Race
 - 2:15 - Symposium Reflections

For more information about the event or to register visit
<http://www.jhfcenter.org/2013-symposium-agenda/>

Tulsa Area Employer Council meetings

Doubletree Hotel-Downtown
 616 W. Seventh Street
 Tulsa, OK 74127
 8:30a.m. to 10:00a.m.

- May 14, 2013
- June 11, 2013

For more information visit
http://www.ok.gov/oesc_web/Employer_Councils.html

If you are looking for service related to workforce please contact me to discuss community programs and services - my email is denisereid@tulsachamber.com and my direct line is (918) 560-0255.





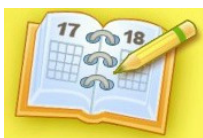
SHRM's May membership special gives all **first-time** members joining through the online membership application a free SHRM tote bag and \$10 savings.

However, chapter members can save \$15 and receive their special first-year price of \$165 by using promotion code 0118. (Offer ends May 31, 2013. Delivery of the tote bags will begin in mid-June.) Visit www.shrm.org for details.



Welcome New Members!

Joshua Ploch	River Spirit Casino
Staci Erwin	Check-6, Inc.
Kim Horn	City of Miami
Shari Atkinson	Newfield Exploration
Amy Barnes	Reliant
Erin Hughes	TraseMiller
Maury Blair	City of Tulsa



Calendar of Events

May

15 - Program Meeting - [Journey Management: Unleashing the Strategic Power of Change](#) presented by Jimmy Brown, Ph.D.

23 - Learning Lab - [Why Wellness in the Workplace](#) presented by Dr. Melanie Rich and Dr. Linda Goldenstern.

June

16 - 19 - [SHRM 2013 Annual Conference and Exposition](#)

27 - Learning Lab

July

17 - Program Meeting - [The Impact Rules: Four Mission Critical Leadership Questions](#) presented by Rhett Laubach.

25 - Learning Lab

There will not be a TAHRA Newsletter for June or July. We will return in August. Have a wonderful summer!

Tulsa Area Human Resources Association
admin@tahra.org
 (918) 344-4622

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