



Newsletter

January Program Meeting

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

Location: TBD

Getting Creative with Compensation and Benefits: How to gain and retain talent in a competitive market

Presented by Joe Cazzell, CFP

With the unemployment rate at the lowest point Oklahoma has seen in over 10 years, recruiting and retaining talented employees has never been more difficult. This competitive environment has forced employers to get more creative in their approach to employee benefits and total rewards programs. The right mix of traditional and emerging benefits can go a long way toward meeting a wide range of individual employee needs at scale while building a more supportive and caring culture.

Sponsored by:

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[Register here](#)

January Learning Lab

Thursday, January 23 |2:30pm - 4:30pm|

OSU Tulsa North Hall

Building Business Value with HR Data

Presented by John Pensom



HR is flush with data, yet many organizations still struggle to become data driven. In fact, some companies have made big investments in HR technology and people analytics, but that doesn't guarantee progress because they are often

focused on the wrong things. In this session, we'll level set on what is people analytics, and discuss how to most effectively focus your efforts on building business value. You'll learn how to use your data today, to make business decisions tomorrow, so you can deliver on this quarter's business plan.

We will also convene a panel of practitioners who have been-there, done-that when it comes to building successful people analytics capabilities.

Come join us at our January Learning Lab and find out why people analytics doesn't have to be rocket science.

[Sign up](#)



Interested in applying to be a breakout presenter?

TAHRA invites you to share in our efforts to address important ongoing and emerging inclusion and diversity opportunities and issues in the workplace.

Next year's Summit theme is "Level Up," as we are focused on providing businesses the tools to take their diversity, inclusion and equity efforts to new heights. We are seeking breakout presenters to assist us in achieving this goal. Please complete the application by **December 23** if you are interested in being considered for the opportunity to host a 60-90 minute breakout session at the 2020 ROI Summit.

Click [here](#) to complete the application.

Interested in sponsoring ROI 2020?

By becoming an event sponsor, you are providing a significant opportunity for individuals and organizations to dive into pertinent issues in a collaborative, productive way. We are committed to keeping costs down to attract professionals and students from a variety of fields.

Sponsoring ROI 2020 will provide a powerful statement of your organization's commitment to diversity & inclusion in the workplace. To view sponsorship levels, please click [here](#). Hurry! At some levels, sponsorship can be paid over 2 years

(2019 and 2020).

If you have any questions please contact roitulsa@tahra.org.

Please join us in welcoming our 2020 Board of Directors

President - Ashley Philippsen, MHR

President Elect - Rhonda Siex, SHRM-CP, PHR

Past President - Dixie Agostino, SHRM-SCP, SPHR, CPC

VP Programs - Melissa Lockhart, SHRM-CP, SPHR

VP Membership - Shala Andrews, MBA, PHR

VP Leadership Development - Nancy Gunter, SHRM-SCP, SPHR

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VP Diversity & Inclusion - Shalynne Jackson, MHR

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Treasurer/SHRM Foundation - Marsha Casebeer

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Sponsorship - Angela Kraft

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Chairpersons

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Workforce Readiness Chair - Vacant

Certification Chair - Penny Horton, MSOD, SHRM-SCP

Hospitality Chair - LeShay McNack, Ph.D.

Chamber Liaison - Kuma Roberts

TAHRA Compensation and Benefits Survey On sale now!

The results of TAHRA's 1st Compensation and Benefits Survey have been compiled for 2019 and are now available for purchase. Human Resource professionals in over 110 Oklahoma businesses were invited to participate in this year's survey, which included 318 jobs in 15 areas of compensation. The benefits section of the survey includes extensive data for bonus/commission plans, salary ranges, and more than 20 benefit and policy programs.

New lower pricing is as follows:

- \$250 – TAHRA member and participant
- \$500 – Participant or TAHRA member
- \$750 – Non member/non participant

To order your copy of the survey, please email admin@tahra.org.

Sponsored by:



The OKHR State Conference is back in Tulsa in 2020!

Register by 12/31/19 to get big savings!.

April 21-23, 2020
Hard Rock Hotel & Casino
Tulsa, OK

[Conference information and registration here.](#)



Hello OKHR Friends!

As we begin to end this year and this decade, I would like to wish you all a very happy holiday season and thank you for everything that you do for our profession in Oklahoma.

I have a couple of exciting updates I would like to share with you.

First, beginning in 2020, SHRM will no longer be offering Membership Discounts like they have in the past. This is your last chance to take advantage of a SHRM Membership Discount which is good on a renewal or new membership. If you are a current SHRM member, you can still renew now to take advantage of the discount and it will add on 12 months to the end of your existing membership window. It will not impact, in any way, the current window of the SHRM Membership you have already paid for. Use code State20 when you are checking out and you will get \$20 off your membership.

Speaking of SHRM Membership, the rates will be increasing in 2020. All the more reason to take advantage of this now. Tell your friends! Share on Social Media! Help us get the word out!

More SHRM news includes some great new tools for members. These are resources that we have been asking for and SHRM has delivered. The new tools include a Salary Benchmarking tool, Employee Cost Calculator, COBRA Notice Generator, and Performance Review Builder among others. You can access these on SHRM's website under the Resources tab, then Interactive Tools. Go

check it out!

We have an exciting 2020 coming at you from all perspectives, including membership. Remember that we are all OKHR and Local Chapter Ambassadors. Help us engage and retain our local chapter members so that they can experience all the greatness that we do throughout the year.

Thank you again and I'll see you next year!

Kristi Spaethe, SHRM-CP, PHR
OKHR State Membership Director



Join a growing network of Oklahoma companies being recognized for their support of veterans. Take this quick survey to get started:

[SURVEYMONKEY.COM/R/VECS2019](https://www.surveymonkey.com/r/VECS2019)



Welcome new members!

Monique Diemart - PIA
Kelsey Vap - Tulsa Zoo
Savannah Haddock - Tulsa County
Dale Doty - Christian Family Institute
Kristen McDonald - SageNet
Betty Goad - Onin Staffing
Jeremy DeLay - Rooney Insurance Agency
Brian Suell - Self
Allison Rapson - NALA
Diana Deleon
Vivian Tyson - Student
Andrea McNeil - Oklahoma Policy Institute
Brittany Morgan - ProRecruiters

Calendar

- **HRIS Meetup Group**

Tuesday, January 14 |11:45am - 1:00pm|

- **January Program Meeting**

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

- **January Learning Lab**

Thursday, January 23 |2:30pm - 4:30pm|

Click [here](#) to view our calendar!

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)
