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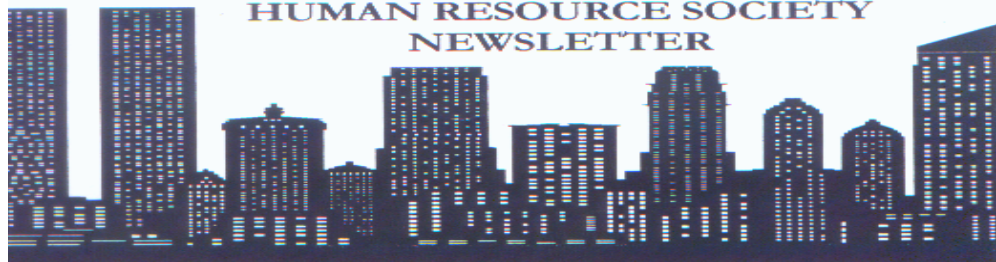
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706-6499

OKLAHOMA CITY
HUMAN RESOURCE SOCIETY
NEWSLETTER



July OCHRS 2008 Meeting

Topic: Succession Planning

Meeting Agenda:

11:15 – 11:30 Registration
11:30 – 12:00 Chapter News and Lunch
12:00 – 1:00 Program

Presented by: Gabbard and Company

Date: Thursday, July 24, 2008
Place: Francis Tuttle Tech. Center
Reno Campus
7301 West Reno Ave.
Oklahoma City, OK 73127

Cost: \$20 for members
\$25 for non-members
\$9 member-student

Pre-Meeting Agenda:

10:00 – 11:30
The State Chamber of Oklahoma and OCHRS
Free Workshop

Topic: Business Disaster Preparedness

The State Chamber of Oklahoma Partnered with OCHRS July Workshop

PROGRAM: BUSINESS DISASTER PREPAREDNESS WORKSHOP

Did you know 40% of U.S. Small Businesses are not prepared for disasters-
-natural (fire/tornado/ice); workplace violence; pandemic flu/illness?

This is a FREE WORKSHOP! Following the workshop you are welcome to stay for the OCHRS July Lunch Program on Succession Planning by Gabbard and Company. A separate invitation with reservation and payment options will be sent for this event.

AGENDA

10:00 a.m.

Welcome, introductions and housekeeping items Tina Majors

10:05

"Disaster Preparedness and your business"

"Open for Business" – David Hall, Chair Disaster Resistant Business Council and Section Manager for Innovation and Small Business Solutions, State Farm Companies

10:50

Panel of Experts: Moderated by Tina Majors, Chair, The State Chamber's Small Business Council.

- Leonard Court, Human Resource Attorney, Crowe & Dunlevy (Legal aspects of Disaster preparation)
- Dorothy Gray, Contingency Planner, DataControlSpecialists, Inc. (Tips for small businesses on disaster recovery planning)
- David Hall, State Farm Companies (Insurance) • Emergency Management Person (Red Cross, OKC Emergency Management)

11:25

Closing Comments/Pandemic Video

11:30

Disaster Preparedness and your business adjourns.

OCHRS Succession Planning luncheon immediately follows

Letter from the President

Greetings OCHRS Members,

July is the part of the year that is definitely showing the wear and tear of summertime. We are in the “heat” of the summer months now. This is a good time to review many of our policies and procedures for our companies. One area of concern is employee safety and endangerment. Tempers being raised along with temperatures are normal for this time of year. From the age-old saying, “An ounce of prevention is worth a pound of cure.”

Our July “early bird” meeting which is being co-sponsored with the OKC Chamber of Commerce is on disaster preparedness. It is another value-added service from your membership OCHRS. Hopefully, you are able to schedule your time to attend this informative event. We have many more great meetings in store for you this year.

Also, we really need some additional volunteers. As we grow in size, we are finding that we are having some growing pains. Please come help us be the best Chapter we can be. Let’s partner together to make sure we have strength and continuity in our continued growth. Your voice needs to be heard. You can reach out to any member on the Board of Director’s to show your interest in volunteering.

Hope you are having a safe and happy summer. See you at the next meeting

Sincerely,

**Kathleen Lyons, MBA, SPHR
OCHRS President 2008-2009**



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UPCOMING SEMINARS:

JUNE

Preparing for Human Resource Olympics - Understanding Basic and Intermediate Employment Law Principles

June 26, 2008

Tulsa, OK

June 27, 2008

Oklahoma City, OK

AUGUST

Scoring a Touchdown With Your Human Resource Strategy - A Review of Intermediate and Advanced Level Employment Law Issues

August 21, 2008

Oklahoma City, OK

August 22, 2008

Tulsa, OK

for more seminars visit website!

As an HR professional, manager or business owner, you must have a thorough understanding of the relevant laws and regulations that affect your workplace.

BLS employment law seminars provide you with the current, practical and comprehensive employment law information you need to minimize your company's risk. Examples of topics include:

- Recent developments and issues in labor and employment law
- Family and Medical Leave Act (FMLA)
- Occupational Safety and Health Administration (OSHA) investigations and compliance
- Americans with Disabilities Act (ADA) accommodations
- Workers' compensation law
- Immigration
- Employee screening
- Discipline / terminations
- Harassment investigation
- Wage and hour law



BLS employment law seminars are conducted by leading employment law attorneys from Crowe & Dunlevy, one of Oklahoma's largest law firms, who are not only known for their wide range of experience but also for their ability to convey critical information in engaging and easy-to-understand methods.

**PLEASE VISIT WEBSITE FOR INFORMATION REGARDING HRCI CREDIT
WWW.BUSINESSLAWSEMINARS.COM**



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ATTORNEYS AND COUNSELORS AT LAW

A Lesson In Leadership

Jay McCurry

Tip # 2 – Fight for your dream

One of my favorite Peanuts cartoon strip is where Charlie Brown is practicing with his bow and arrow shooting arrows to a blank wall. After Charlie Brown, shoots the arrow, then he has his faithful companion, Snoopy, to run to the wall and draw a bull's eye circle around the arrow pierced into the wall!

As leaders, it is imperative that we know exactly what we are aiming for. Every decision in my life filters through my seven-word life purpose statement. If a possible decision does not align with my purpose statement, then I re-evaluate it in order to see if my efforts are worth the time that I am willing to commit.

Here are four action steps that you can use today to assist you in fighting for your dream.

1. Avoid over-scheduling today to accommodate the expectations of others.
2. Don't feel obligated to relationships that demotivate you.
3. Be willing to relinquish previous goals that no longer excite you. Don't be a prisoner to your dreams of earlier years.

Passion is a clue to your new season. Energy is often a divine sign that you are on the right path.

Tip #3 – Reach out to others

A friend of mine purchased a new car last year. It is a new one with all of the bells and whistles you dream of. One of the perks of this new car is that with the push of a button, it automatically starts the engine. I don't consider myself a real high tech guy, but I do understand that two things must take place in order for this remote entry to take place: (A) the remote control must be set to the same frequency as that of the receiver in the vehicle and (B) the remote control must send a special coded message which the receiver has been pre-programmed to recognize and accept.

The keyless entry into relationships is the way we communicate with others. It can open the mind of an employee, breaks down walls with co-workers, and opens hearts of family members. Communication depends on two simple skills – context and delivery (what you say and how you say it).

Here are four action steps that you can use today to become a better communicator:

1. Watch your tone (it's not what you say, but how you say it)
2. Be enthusiastic (speak with joy and encouragement)
3. Take a sincere interest in the lives of others. Ask them lots of questions.
4. Don't wait for others to initiate a conversation, take the lead.

Your ability to develop and maintain long-term relationships is the foundation for your success as a leader. Poor communication is the number one culprit of failed relationships.

Great Leaders know that failure and disappointment is only an opportunity to grow, regroup and strengthen yourself.



MEMBERSHIP CORNER

Please welcome our new members who joined in July 2008:

- Leah Avery – Whitten, Burrage, Priest, Fulmer, Anderson & Eisel
- Christie Tutt – TEEM
- Bill Patterson – Flexible Benefit Systems
- Andrea Wilson – Atmospheric Technology Services Co., LLC
- Patty McLaughlin – GET Imaging, Inc.

Would you like the opportunity to get to know your fellow members? We are seeking **VOLUNTEERS FOR MEMBER REGISTRATION**. If you are interested in helping during our busy meeting registration on a regular or occasional basis, please contact: Melanie.thompson@hlpolutions.com. Thank you for your support!

MEMBERSHIP DUES 2008

- Member Renewal Fee (SHRM Member): \$50.00
- Affiliate Renewal Fee (Non-SHRM Member): \$125.00
- Student Members: \$25.00

Membership Certificates

This year we are adding another service for our chapter members. We will be creating personalized membership certificates which will be distributed at the July and August chapter meetings. If you did not receive your membership certificate at the June meeting, please let us know. We look forward to seeing this summer.

For more information or questions regarding membership or membership status, please contact:

Melanie Thompson Stillinger, VP of Membership – (405) 286-6444
melanie.thompson@hlpolutions.com.

Michelle Gibson, VP of Member Services – (405) 841-6730
mjgibson@pinnaclebsi.com

Sharon Fulton, Chapter Administrator – (405) 706-6499
sharonfulton@airosurf.com

Announcements

Professional of Human Resources and Senior Professional of Human Resources Certification

Prove that you have mastered and can successfully apply relevant human resource principles and disciplines throughout your career by obtaining and maintaining your HR credentials. Choosing to obtain your HR credentials is a career long commitment that demonstrates to your peers and your organization that you are driven to be successful in HR management. Earning your HR credentials can:

- Increase your professional confidence because you have validated that you know and can apply the core HR practices.
- Set you apart from your peers when applying for new professional opportunities.
- Result in greater respect from the organization in which you work.

More than 100,000 HR professionals worldwide have received and maintained their HR credentials from the HRCI. Set a higher standard for yourself and make the commitment to take your HR career to the next level by achieving HR certification and maintaining your certification throughout your HR career.

Winter testing window:

PHR/SPHR is Dec. 1, 2008-Jan. 31, 2009

Contact stephany.wade.tate@chickasaw.com with any questions at all regarding certification.

Attention.....

Professor Mikki Hebl's industrial organizational psychology lab at Rice University is seeking a group of human resource managers as participants for a brief (10-15 minutes) on-line resume study they are currently conducting.

Research description:

Studies in psychology have historically used convenience samples of undergraduate students as research participants. This raises issues when authors attempt to generalize their findings to what is often a very different actual population of interest. This is particularly true in the field of industrial organizational psychology. Working adults with experience in their field often see business-related issues quite differently from inexperienced college students.

Towards this end, our study aims to examine differences in how human resource professionals and undergraduate students evaluate job candidates. Specifically, we are interested in which types of work and academic experiences are valued more or less highly by the two groups. Participation would involve rating the hire ability of several hypothetical recent college graduates for an entry-level management position on the basis of their resumes as well as providing some basic background demographic information.

If you are interested in this research please use this link:

http://www.surveymonkey.com/s.aspx?sm=8YQEkDMjJ_2bqRZq_2fO5wNcog_3d_3d



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