

The *2015* OK Ethics Awards

Featuring keynote speaker

STEPHEN HOWARD

ESPN Commentator

Executive Pilot Award Recipient

ROBYN EWING

*Senior Vice President, Strategic
Services and Administration and
Chief Administrative Officer for
The Williams Companies*

Promoting Integrity at Work — www.OKEthics.org

THE OK ETHICS STORY



Who Knew? Certainly not the handful of people who started a small discussion group in the fall of 2003. That little group grew by word-of-mouth to nearly double attendance at every meeting for the first few months. By the spring of 2015, the Oklahoma Business Ethics Consortium had grown to **over 1,000 individual members** representing **more than 200 companies**. And, this was primarily accomplished through the efforts of dedicated volunteers.

What started in Oklahoma City as a grassroots effort, kicked into high gear during the summer of 2004, when business leaders and educators from Tulsa and Oklahoma City gathered for a strategic planning session in Stroud, Oklahoma. By then, we figured we were “onto something big” and decided to formalize into what has become known as “OK Ethics.” The purpose became clear: to help one another in reinforcing standards of ethical behavior while remaining true to our humble roots.

Now We Know! Most business leaders truly care about integrity in the workplace. In addition to the Consortium’s regular monthly forums on ethical issues, OK Ethics has annually hosted The OK Ethics Awards since 2006. These include the Compass Awards for best practices in business ethics and the Community Impact Awards honoring businesses, non-profits and educational institutions that have uplifted our communities by promoting strong principles, ethical leadership and integrity.

Student Initiatives:

At the same time that the Consortium was launched, the OK Ethics Foundation was established to reinforce high standards of integrity among students on various campuses throughout the state. Through OK Ethics’ support of local, regional and national ethics competitions, our students have excelled in demonstrating Oklahoma’s legacy of honorable behavior and moral courage. For more information about these initiatives, see page 13 or visit our website at www.okethics.org.

Why Join **OK ETHICS?**

- Monthly luncheon forums inspire ongoing commitment to ethical behavior.
- Practical tools for reinforcing ethics in organizations – large and small.
- Interactive discussions with other business, community and academic leaders.
- Consistent opportunities to achieve continuing education credits (CPE’s).
- Best practices shared by those who have developed strong ethical processes in their companies.

It’s the right thing to do—for you, for your employees, for your company and for our community.

The Oklahoma Business Ethics Consortium is a non-profit organization for business leaders dedicated to promoting Oklahoma values of integrity in the workplace.

For more information, visit www.OKEthics.org.

THANK YOU

to our Pinnacle, Navigator, Star and Horizon members for their incredible support in promoting Oklahoma values of integrity at work.

Pinnacle Members—\$10,000



OK Ethics is deeply grateful for the support that these top members provide to our schools. In addition to frequently volunteering to judge at the Oklahoma Statewide Student Ethics Challenge, a portion of these members' dues help to fund other initiatives such as regional and national ethics competitions for students. (For more information, see page 8.)

Navigator Members—\$8,000



Star Members—\$5,500



Horizon Members—\$3,500



See page 19 for additional members.



ROBYN EWING

OK Ethics Pilot Award recipient

2015

“The great use of a life is to spend it for something that outlasts it.”

—William James

OK Ethics is pleased to honor Robyn Ewing as this year’s Pilot Award recipient. She is senior vice president of strategic services and administration and chief administrative officer for The Williams Companies in Tulsa. As such, she leads their human resources, information management, communications and strategic outreach and aviation functions.

In recommending Robyn for this award, OK Ethics’ Tulsa Founder Lynn Flinn stated, “Robyn recognizes that an ethical culture is essential to business success. She has worked hard to promote a positive environment not only within Williams, but promotes leadership virtues in the community, too.”

Robyn firmly believes that “climbing the corporate ladder” is more meaningful when you leave the ladder

down and extend a hand to help others succeed. She was instrumental in creating Williams’ annual “Leave the Ladder Down” recognition program, honoring leaders who champion inclusion while building our next generation of leaders.

Robyn has strengthened the community through her involvement with a number of organizations both professionally and personally. She is a member of the Executive Compensation Roundtable Group, HR Policy Association, Society for Human Resource Management, National Association of Corporate Directors and EWF International. She serves on several boards including the Tulsa Performing Arts Center Trust, Cancer Treatment Centers of America-Southwestern Regional Medical Center, Tulsa Community Foundation, OSU-Tulsa Board of Trustees and the River Parks Foundation.

Recognition for Robyn’s professional contributions and support of diversity and inclusion include: National

Diversity Council 2014 Top 50 Most Powerful Women in Oil and Gas; three-time honoree of The Journal Record Fifty Women Making a Difference program and 2011 inductee into that program’s Circle of Excellence; 2009 Outstanding Alumna by the University of Tulsa, College of Business; and 2009 Diversity Journal’s Woman Worth Watching.

A graduate of the University of Tulsa, Robyn and her husband Larry reside in Tulsa, Okla. They have four children and eight grandchildren.

About the OK Ethics Executive Pilot Award:

Each year, the OK Ethics Board of Directors selects an individual who has demonstrated support of OK Ethics, epitomizes our Oklahoma values and uses their talents to promote integrity in our community. In doing so, we recognize that positive outcomes are not created by people who are perfect, but by those who consistently and sincerely strive to do the right thing.

Honoring Previous Pilot Award Recipients

— 2014 —



JIM PRIEST
Sunbeam Family Services

— 2013 —



JACQUE FIEGEL
Central Oklahoma Region for Prosperity Bank

— 2012 —



THOMAS LEGAN
Central Oklahoma Region for Prosperity Bank

— 2011 —



LARRY NICHOLS
Devon Energy

— 2010 —



TED STREULI
The Journal Record

— 2010 —



TOM HILL
Kimray, Inc.

We Salute the
PREVIOUS HONOREES

2014



2013



2012



2011



2010



2009



2008



2007



2006



About the **COMPASS AWARDS**

Selection Process, Criteria & Outcomes

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies in their efforts to reinforce integrity in the workplace. Each year, nominees are asked to share their processes with others. The application process, which is open to OK Ethics members and non-members, is a useful tool in assisting companies to objectively evaluate their approaches. Many companies have strengthened their efforts by simply investing time in this endeavor.

The criteria and scoring process are based on the Malcolm Baldrige Quality Award standards. Ratings are assigned according to how well the companies' policies and actions support on-going and systemic behavior in each organization. Companies are asked to demonstrate the effectiveness of their ethics programs through independent data.

In evaluating the company's practices for each specific area defined by the criteria, the selection teams are always mindful of some basic questions:

- Can the processes be replicated by other companies?
- Have measurable outcomes demonstrated success in enabling the company's efforts to reinforce ethical behavior?
- Is there a clear indication of a culture with the heart for doing the right thing?

There are a number of great Oklahoma businesses that demonstrate an outstanding commitment to ethical behavior, but only a few may be selected to receive the annual honors.

OK Ethics' mission is to support businesses' efforts through a mentoring process and to assist each company as it humbly strives for continual improvement. For that reason, previous recipients of the award may be asked to work one-on-one with other business leaders who wish to apply for the award. Honorees may also be invited to serve on the selection team in the following year's process and provide feedback to Compass Award candidates with the intent of fostering Oklahoma values of integrity at work. (Recipient companies are discouraged from submitting applications for three years so that they may serve as advisers, or as members of the Selection Team.)

Each member of the selection team is asked to sign a conflict of interest statement. OK Ethics requests that participants recuse themselves if they have any interest, or if their families have any control or interest, in the nominees companies. Likewise, they may not serve on a team that is involved in evaluating a competitor. The Selection Team acts independently to the extent that they do not report their findings to the OK Ethics Board or seek the Board's approval of selected finalists. Applications from recipients are posted on the OK Ethics' website.

Want to reinforce ethical behavior in your organization?
Visit www.OKEthics.org (Compass Award applications)
for hundreds of proven techniques.

2015 Compass Award Selection Team



DR. JAMES BRANSCUM

Superintendent Emeritus of Metro Technology Centers, Dr. James Branscum has served as a member of the OK Ethics Compass Awards Selection Team since 2009. He has an extensive background in the academic field, with previous service as the Vice President of Business Affairs at Rose State College in Midwest City and the Executive Vice President at Eastern Oklahoma State College in Wilburton. His work experiences have provided him with the opportunity to be a North Central evaluator for colleges and universities for six years. Additionally, Dr. Branscum is uniquely qualified to assist OK Ethics because of his extensive training as an Oklahoma Quality Award Foundation examiner and a Malcolm Baldrige National Quality Award Program examiner. Currently, Dr. Branscum serves as Business Manager for BD Home, Classen Curve.



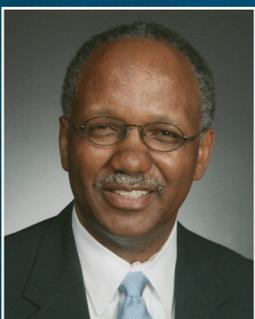
CARLA D. BROCKMAN

Carla Brockman is Vice President Corporate Governance and Secretary of Devon Energy Corporation. Devon is a Founding Member of the OK Ethics Consortium and was honored in 2011 as the OK Ethics Compass Award recipient for the large-sized company category. The following year, Ms. Brockman was invited to join the Compass Awards selection team and in 2013, presented a best practices seminar for aspiring award candidates. Prior to joining Devon, Ms. Brockman spent 29 years with OGE Energy Corporation, most recently as Vice President of Administration and Corporate Secretary. Ms. Brockman served on the Governor's Council for Workforce and Economic Development and was a member of the Board of Advocates for the OU Stephenson Oklahoma Cancer Center. She is a graduate of Southern Nazarene University and holds a bachelor's degree in human resources management and a master's degree in management.



DR. JOHN FOUST

Joining the OK Ethics Selection Team in 2011, Dr. John Foust has served as Executive Director of the Oklahoma State Board of Pharmacy since 2009. He has extensive experience with other award selection processes and has served as a consultant in JCAHO compliance mock-surveys. Dr. Foust is a key leader for the Community Impact Awards initiative that he proposed in 2012. That comes as no surprise since he is personally involved in many endeavors serving the community, such as a scoutmaster for several Boy Scout National Jamborees, where he received the BSA Silver Beaver Award for his service to scouting. In 2012, the Oklahoma Pharmacist Association presented him with the Bowl of Hygeia award for his dedicated service to community. In 2014, he was awarded the Pharmacist of the Year Award by the Oklahoma Society of Health System Pharmacists. Dr. Foust has practiced in many areas of pharmacy during his career, including positions as the director of pharmacy for several hospitals in the state. He earned his Doctor of Pharmacy degree from the University of Oklahoma, and serves as an adjunct assistant professor for both the University of Oklahoma and Southwestern Oklahoma State University Colleges of Pharmacy.



OSCAR JACKSON

Oscar Jackson is a charter member of the OK Ethics Compass Award Selection Panel, serving since its inception in 2006. OK Ethics is honored to have Mr. Jackson's wise counsel and dedication. Mr. Jackson is a Past-President of the National Association of State Personnel Executives (NASPE); and the International Public Management Association for Human Resources (IPMA-HR). In June, 1991, Governor David Walters appointed Jackson as Administrator of the State of Oklahoma Office of Personnel Management and Cabinet Secretary of Human Resources and Administration, and he was subsequently reappointed to both positions in January 1995 by Governor Frank Keating; Governor Brad Henry in January 2003; and Governor Mary Fallin in January 2011. Mr. Jackson retired from the State of Oklahoma on November 1, 2011, with 41 years state service, which also included employment with the University of Oklahoma and the Oklahoma Department of Human Services.



MIKE STRONG

OK Ethics Compass Awards Co-Chairperson

Mr. Strong is the “Chief Architect” of the OK Ethics Compass Awards and has served as Chairperson for the Selection Panel since 2006. Mr. Strong recently retired as Executive Director of the Oklahoma Quality Award Foundation, an organization that recognizes organizational excellence as a competitive edge. His knowledge of Malcolm Baldrige standards was essential in the development of the Compass Awards program. Mr. Strong’s personal principles are reflected in the award process, which is designed to support best practices in business ethics by sharing knowledge that can be replicated by others. Mr. Strong is a retired US Air Force Colonel and began work with the Oklahoma Quality Award Foundation, Inc. in 1994. In his former role as Executive Director, he has trained over 550 examiners and evaluated over 170 organizations. Mr. Strong is a graduate of the University of Oklahoma and has a M.A. in Public Administration from Ball State University in Muncie, Indiana.



EDITH STEELE

OK Ethics Compass Awards Co-Chairperson

A charter member of the Selection Team, Mrs. Steele helped develop the Compass Awards in 2006 and contributed to the development of the OK Ethics Community Impact Awards in 2013. Hired by the Oklahoma Accountancy Board in 1970, she has worked as a CPE Coordinator and served as Deputy Director. In 2001, the Board added the assigned duties of the Executive Director to Mrs. Steele’s responsibilities. She was officially appointed as Executive Director in November 2002 where she remained Director until her retirement on March 1, 2010. She has served as Chairman of the National Association of State Boards of Accountancy’s Executive Director Committee as well as Vice Chairman of the Oklahoma Financial Manager’s Association, Co-Chair of a United Way Investment Committee and various local, state and national committees.

KITT LETCHER

Kitt Letcher is the president and CEO of Better Business Bureau (BBB) of Central Oklahoma, a private, nonprofit Oklahoma corporation that serves Central and Western Oklahoma. BBB is a source of unbiased information for both businesses and consumers. The organization helps people find and recommend businesses, brands and charities they can trust. Kitt provides leadership toward the achievement of the organization’s philosophy, mission, goals and objectives. Prior to her role at BBB, she served in a variety of different roles for the United Way of Central Oklahoma. A graduate from the University of Tulsa, Letcher has a Bachelor of Science degree in business administration with a major in marketing.



SHERRY J. NELSON

Sherry Nelson serves as Director of Ethics and Compliance for WPX Energy in Tulsa, Oklahoma. WPX was honored in 2014 as the OK Ethics Compass Award recipient for the large company category and this will be her first year to serve on the Selection Team. Prior to joining WPX, Ms. Nelson spent 28 years with The Williams Companies, working in a number of capacities including in-house counsel, Director of Business Development for Northwest Central Pipeline Company, Federal Energy Regulatory Commission Compliance Officer and Director, Ethics and Compliance. Ms. Nelson has also served on several non-profit boards in the past including Youth Services of Tulsa and Life Senior Services and currently serves on the board of Project Elf and the OK Ethics Consortium. Ms. Nelson received her undergraduate degree from Northwestern Oklahoma State University and her law degree from Oklahoma City University.



CONFLICT OF INTEREST PROCESS

To ensure the integrity of the award process, the Selection Team members are assigned to different teams. As part of that process, judges do not view applications from companies that pose a conflict of interest, such as competitors, former employers or significant customers. Careful discernment is used in determining whether or not a judge may be permitted to comment on their clients’ applications. (Some candidates may have a large number of customers and only have minimal contact with each one. In those cases, a customer/supplier relationship is not a determining factor, e.g. utility companies or banks.)

KIMRAY INC.®

Kimray, Inc. has been in the business of designing and manufacturing control equipment and valves for the upstream oil and gas industry since 1948. Their extensive line of quality, world-class products are made in America's Heartland using U.S.A.-sourced castings and metals. Each unit is assembled by hand and operationally tested before it leaves the plant in Oklahoma City for domestic and global destinations.



The OK Ethics' Compass Awards Selection Team was impressed with several aspects of Kimray, Inc.'s methods for promoting integrity at work, particularly those described below:

This is the second time that Kimray has been recognized by OK Ethics for promoting Oklahoma values of integrity at work. Their core values and guiding principles originated with its founder Garman Kimmell who applied biblical principles in his interaction with employees, customers and stockholders.

Kimray's Core Values:

- Honoring the Lord in all we do
- Responsible stewardship
- Strengthening the family, and
- Maintaining a good name

Kimray's guiding principles are evident in the company motto, "A good name is more precious than silver or gold", a biblical principle that guides their leaders' ethical worldview (Proverbs 22:1).

The values are furthered through Character First, a character-training program originated in 1992 by Kimmell's son-in-law and Kimray CEO Tom Hill. Since its successful launch at Kimray, the program has been adopted by more than 2,000 businesses, 1,800 school districts and several communities in the U.S. and abroad. It has become a standard for developing the character of doing what is right regardless of the cost.



About Character First

The Character First program champions a culture of good ethical decision-making by: recognizing employees' good character; hiring for character and competence; ethical decision making training every month for all employees; and daily, weekly and monthly discussions that encourage personal and work application of character principles. All supervisors receive extensive training on building a culture of character, but this goes beyond the walls of Kimray to include promotion of good character at Supplier Symposiums and Distributors Meetings.



The inside of Kimray's Character Quality Pocket Guide

BEST PRACTICES *from* PREVIOUS COMPASS AWARD WINNERS

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies in their endeavors to promote integrity in the workplace. Nominees are asked to complete a rigorous application, based on Malcolm Baldrige quality award criteria. Previous recipients unselfishly share their experiences, processes and wisdom to help all of us as we continually seek to strengthen our efforts to reinforce ethical behavior.

Previous Compass Award winners, Devon and OGE Energy Corp, organized and hosted OK Ethics' first "Best Practices" workshop in 2013. This can be viewed online at www.okethics.org.



Hertz

The Hertz Corporation is the world's largest airport general use car rental brand. Combined with the Dollar and Thrifty brands, the company operates from approximately 11,500 locations in approximately 145 countries worldwide. Hertz also operates one of the world's largest equipment rental businesses and owns Donlen Corporation, a leader in fleet leasing and management services. The OK Ethics Compass Award Selection Team was impressed with several aspects of the company's methods for promoting business ethics. Their robust, yet user-friendly document outlining the Hertz Standards of Business Conduct received high marks from the OK Ethics Selection Team, as did their approach to corporate social responsibility and environmental sustainability.



WPX ENERGY

WPX Energy specializes in producing natural gas, oil and natural gas liquids from non-conventional resources such as tight-sands and shale formations, and from coal-bed methane reserves. Based in Tulsa, Oklahoma, WPX Energy has operations and interests in Colorado, New Mexico, North Dakota, Pennsylvania, and Wyoming, as well as Argentina and Colombia. In addition to their exploration and development activities, the company also engages in natural gas sales and marketing. WPX Energy's heritage dates back to 1908 and the Williams' brothers' unwavering commitment to "do a good job on time." Their values reflect a proud Oklahoma heritage and a firm belief in doing what's right. This is reflected in their down-to-earth Code of Conduct, along with their benchmarking endeavors to ensure that they are on the right track.



ONEOK

Originally founded in 1906 as an intrastate natural gas pipeline business in Oklahoma, ONEOK, Inc. is a Fortune 500 energy company and one of the nation's premier energy companies involved in the natural gas and natural gas liquids businesses.

ONEOK's values guide daily decisions and drive responsible actions. Leaders ask all employees to commit to the company's values of ethics, quality, diversity, value and service, and to apply them to all aspects of their business. They guide expectations for employee behavior and, just as importantly, they set an expectation for those outside the company – ONEOK's stakeholders.



Linde

Linde Process Plants, Inc. (LPP), a member of the Linde Engineering Division of The Linde Group, is a technology, engineering, procurement and construction firm. LPP's core values and foundational principles provide a framework that helps guide employee engagement with one another, customers and stakeholders. Their leaders believe that business success is based not only on their customers' trust in the quality of their products and services, but also on impeccable business conduct. Linde's Code of Ethics training course, Anti-Corruption Compliance Guide and Integrity Line for reporting concerns are prominent aspects of endeavors to promote the highest standards of ethical behavior. Their customer feedback process and employee surveys are key methods used to monitor and ensure that their culture remains dedicated to strong principles.



MESA
Quality Focused, Service Driven.
CATHODIC PROTECTION & INTEGRITY SOLUTIONS

A former Malcolm Baldrige recipient, Tulsa-based MESA is a leading supplier of cathodic protection systems and pipeline integrity solutions. MESA's culture is focused around valuing all their stakeholders, a desire for world-class performance, honesty and creating great relationships based on respect. They use a comprehensive set of indicators to ensure that their actions support their company's values. These include comprehensive Customer, Employee and Supplier Satisfaction Surveys. In addition, employees and their supervisors meet every three months for quarterly performance appraisals.



OGE

OGE Energy Corp is the parent company of Oklahoma Gas and Electric Company and Enogex Holdings LLC. Their company's Core Values emphasize transparency, respect, integrity and public service. Leaders are expected to set the tone at the top and everyone in the organization is held accountable through a comprehensive performance evaluation process. Regular face-to-face training is another key aspect of reinforcing the company's Values. The effectiveness of this training is analyzed using outside resources such as CELC (Compliance and Ethics Leadership Council Surveys) and measured against industry benchmarks. Feedback from the survey is used to continuously enhance the Ethics Program.

**Want to learn more? Schedule a consultation by
contacting the founder at (405) 858-2233.**

Want to reinforce ethical behavior in your organization?
Visit the Compass Awards section of www.OKEthics.org for hundreds of proven techniques.

2014

2013

2012

Oklahoma Students

Ethics for the Future



Oklahoma Christian Eagles (from left to right):

Jasper Bawcom
Megan McKinley
Gabriel Gasiorowski

Faculty Sponsor:

Dr. Jeff Simmons



The University of Oklahoma team placed statewide, regionally and nationally in the 2013–14 ethics competitions.

“It is truly a benefit to have students from around our state pause to consider the ethical and moral implications of various situations found in life. Unfortunately, this does not happen enough in today’s society. In addition to the ethical consideration, students also benefit because their critical thinking and problem-solving are developed as they work to build and defend their arguments. As an advisor and as an observer at the Ethics Challenge, I am impressed with the quality of students from all the schools. It gives me great hope for our future since it will be in the hands of such talented and intelligent men and women.”

DR. JEFFREY SIMMONS, OKLAHOMA CHRISTIAN UNIVERSITY

The mission of the Oklahoma Business Ethics Foundation is to support initiatives on various campuses throughout the state in promoting ethical behavior. One of the biggest events of the year is the annual State-wide Student Ethics Challenge which involves undergraduate university students who present arguments on a variety of ethical issues. The day-long event requires weeks of preparation and provides an opportunity for students to crystallize their thinking on dilemmas involving personal integrity. Ultimately, this helps prepare them for difficult issues they may encounter in the workplace.

Winners are selected by a team of prominent business and community leaders in a lively competition each fall. Thanks to earmarked funds from dues provided by OK Ethics Pinnacle, Navigator and Star members, three universities were able to progress to the Regional Ethics Bowl in San Antonio. Placing first was an **Oklahoma Christian University team coached by Dr. Jeffrey Simmons**. They, along with the **Oklahoma Baptist University** team who placed second and third place **University of Central Oklahoma** are to be congratulated for their exciting wins among the sixteen university teams competing in Oklahoma.

Colin Schoonover, manager of pipeline systems and engineering services for ONE Gas, Inc. in Tulsa, represented the Oklahoma Business Ethics Foundation at the national event last year. “The Oklahoma college teams’ presentations were literally among the best in the nation at this competition,” Schoonover said. “As business leaders, we are encouraged to know that many of these students will enter our workforce with a head start by having knowledge of the practical application of ethics.”

The teams debate and defend their moral assessment of some of the most troubling and complex ethical issues facing society today. Questions address a wide array of topics in business and professional ethics in personal relationships and in social and political affairs. In the competitions students demonstrate their ability to:

- Understand the facts of the case
- Articulate the ethical principles involved in the case
- Present an effective argument on how the case should be resolved
- Respond effectively to challenges put forth by the opposing team as well as the panel of expert judges

Student Chapters*

- Oklahoma City University
- Rose State College
- Southern Nazarene University
- University of Central Oklahoma
- University of Oklahoma

**Formally organized chapters with ongoing events held on campus*

Student Initiatives*

- Cameron University
- Dove Science Academy
- Metro Technology Centers
- Oklahoma Baptist University
- Oklahoma Christian University
- Oklahoma State University
- University of Tulsa

**Student participation in OK Ethics events and/or Statewide Competition*

About the Community Impact Awards

- I) **Education:** Organizations honored in this category have demonstrated an ability to engage students and faculties in initiatives that significantly promote ethical behavior on Oklahoma campuses. Efforts will be assessed based on the width and depth of these endeavors. For example, while monetary outreach is a consideration, the selection team will also be interested in other factors, such as the number of individuals impacted and the degree to which the initiatives have made a positive difference.
- II) **Community:** Businesses honored in this category have made significant outreach efforts that serve to uplift the community, specifically by promoting strong principles, ethical leadership and integrity.

Community Impact Award Leaders

Congratulations to this year's top Community Impact Award honorees!



General Tommy Franks Leadership Institute (Hobart):

The General Tommy Franks Leadership Institute and Museum (GTFLIM) was honored for their efforts in promoting strong virtues in the community through their "Inspired Leadership Experience" which was developed in conjunction with Cameron University's School of Business.

The program is a unique experience that communicates the Four Stars of Leadership exhibited in the life of General Tommy Franks: Character, Communication, Common Vision and Caring. Each session engages participants through illustrations, videos, worksheets, activities, and interactive content which heighten each participant's ability to learn and retain practical and ethical leadership principles. Each session is custom-tailored to provide leadership training for diverse audiences, from middle school students to corporations.

Over the past year, GTFLIM has conducted Inspired Leadership Experiences with 54 schools, 27 businesses and 2 military bases (Ft. Sill and Altus AFB). They have conducted two hours or more of leadership training with more than 8,700 people in the past year. Many of these scheduled events, including most of the schools and both military bases, have been recurring events for 3 years or more.

Inspired Leadership is presented by the Institute's Executive Director, Warren Martin. A philosophy graduate of Texas Tech University, Warren is an author, teacher, minister, artist, quasi-philosopher and speaker known for his unique teaching style. He has been leading leadership workshops, presenting keynote presentations and consulting with Fortune 500 corporations and non-profit organizations for 18 years.

For more information about the Institute's programs, contact Warren at warren@tommyfranksmuseum.org.





Oklahoma Christian University (Edmond):

The College of Business Administration at Oklahoma Christian University gets an A+ for their work promoting ethical behavior in the academic arena. A central component of the mission of OC's College of Business Administration is to build a premier regional school of business built upon a foundation of enduring values. Thus, ethics is at the core of who they are and what they are about. As Professor Jeff Simmons stated, "By extension, we hope our students realize the importance of business being conducted in accordance to sound moral and ethical principles."

OC promotes integrity through three significant initiatives: its core curriculum; special programming; and participation in the OK Ethics Statewide Student Ethics Challenge and subsequent regional ethics bowls.

According to Professor Simmons, "Some schools chose to use a portion of discipline-specific courses to address ethical issues. However, this method has two problems. First, this content is typically such a minor portion of the course that it loses its significance. Second, such content may be deleted due to time constraints."

Beginning with the fall semester of 2013, all OC undergraduate business students are required to complete a course in business ethics. At the graduate level, OC has always required all students complete a course in business ethics. During these courses, students consider many of the worldviews prevalent in industry today and the implications of those worldviews when they are applied to typical ethical dilemmas. The courses also provide students a framework

that can be used to encourage more sound ethical decision making regardless of the situation.

Another initiative that helps the College of Business Administration at OC foster ethical business behavior is through the J.J. Millican Ethics Symposium, which is hosted annually. The main event associated with the symposium is a keynote lecture during which OC brings industry leaders on campus to discuss ethics based upon their experience and perspectives.

Another event is the hosting of Ethics Week during chapel at OC. The undergraduate student body of OC gathers every day for a twenty minute chapel period. During Ethics Week the focus of each chapel service is ethics. Guest speakers from multidisciplinary backgrounds investigate various ethics topics related. This allows students with diverse majors to consider the importance of ethics within the context of their fields of study.

Finally, since 2011, OC has had a team compete in the OK Ethics Statewide Student Ethics Challenge as well as the Texas Regional Ethics Bowl. OC has been able to qualify for the national tournament three of the four years they have participated. Ethics bowls provide students with numerous cases that present ethical dilemmas. The students are tasked with presenting an ethical response to the situation presented in the case. That response must be based on sound moral and ethical reasoning. Through this experience, students gain a better understanding of the complexities of ethical dilemmas and an appreciation for the necessity of considering an ethical dilemma from multiple viewpoints.





SCIENCE ACADEMY



EDUCATION

Dove Science Academy (Oklahoma City)

This is the third year that Dove Science Academy has received honors for its ongoing commitment to promoting good character on their campus. Each year, the leaders at the Academy seek ways to expand their service programs and create a sense of personal responsibility in helping their communities. For instance, they require that their high school students donate thirty hours of volunteer service each year. This is in addition to their ongoing Character Education program that uses both the Character First and Second Step principles.

Last spring, students' initiatives involved the launch of the Healthy Education for Life, a youth suicide prevention partnership with Heartline Inc. The program provides training to increase awareness and empower students to prevent bullying and suicide among peers. Another program involves students meeting every Sunday to deliver food to homeless persons. Finally, Dove joined the Washington D.C. Close-Up Model Citizen Mentoring Program. The mission of this program is to inform, inspire, and empower young people to exercise their rights and accept the responsibilities of citizens in a democracy. In each 9-month session, Academy students and staff mentors explore ways to enhance students' abilities to understand and discuss controversial issues with peers and, most importantly, to gain the competencies necessary for engaged citizenship at all levels of government and community. This program culminates with each student group identifying and working to solve a problem in their communities.

Junior Achievement (Statewide)

With recent corporate scandals giving way to a declining confidence in the business world, having Junior Achievement (JA) curriculum in the classroom is imperative. JA's mission is to prepare and inspire young people to succeed in a global economy. We achieve this by placing business volunteers in the classroom to teach JA's curriculum centered around financial literacy, work readiness, and entrepreneurship. While these are JA's primary pillars, themes through JA's 20 different programs also teach business ethics, citizenship, and character development. This year JA will reach 55,000 young people.

Through a partnership with Deloitte, JA developed Excellence through Ethics, a business ethics curriculum that is inter-woven through JA's existing classroom programs in grades 4-12. The Junior Achievement curricula is designed to impact student behaviors by teaching, at an early age, the concepts of teamwork, collaboration, responsibility, and ethical decision making skills.

In JA's elementary programs (grades K-5), JA's curriculum focuses specifically on responsibility towards others and giving back to the community, the importance of civic responsibility, and being ethical in business. These initiatives are carried forward in middle and high school levels. In fact, sessions like "Ethics Are Good For Business" inspire students to anticipate ethical dilemmas and consider the effects of making ethical business decisions. The JA Job Shadow experiences invites students to observe and identify examples of ethical behaviors in the workplace.

Global Gardens (Tulsa)

Global Gardens is a non-profit organization dedicated to empowering students in low-income communities to become agents of change. The organization serves 2,177 individuals and families through various programs and two community gardens. Although activities differ, the method is consistently based on inquiry-based science and peace education.

The garden is used, not only to grow food, but also for individuals to find their place in a community, build confidence in problem solving and goal-setting, and peacefully interacting with the world around them.

Three significant daily practices help foster these ideals. The first begins with a community circle led by a student who helps participants practice active listening and being empathetic with others. The next is an appreciation circle that is also led by a student for the specific purpose of building a sense of gratitude for hard work.

The third practice is the Peace Table which is designed to facilitate constructive conflict resolution skills. Aspects of this process teach respect, sincere commitment to resolution, understanding and forgiveness. The Peace Table is an incredible tool that empowers students to solve conflict with their words rather than through violence or aggression. Many of the participants have not been exposed to positive conflict resolution, so this approach is a wonderful way to reinforce the idea that it is possible to achieve a community where people are listened to and treated fairly.

Oklahoma FFA Foundation (Statewide)

The Oklahoma FFA Association and its leadership development programs are synonymous with character building in the state of Oklahoma and are an integral part of the classroom setting. This year, in 360 high school classrooms, 429 Agricultural Education teachers will teach over 27,000 students the importance of integrity, ethical behavior, and character in a classroom setting. In this classroom setting, the FFA Code of Ethics is shared with students and emphasizes important virtues such as:

- *Showing respect for the rights of others and being courteous at all times.*
- *Being honest and not taking unfair advantage of others.*
- *Respecting the property of others.*
- *Demonstrating sportsmanship in judging contests and meetings.*

HONORING PREVIOUS
COMMUNITY IMPACT
AWARD HONOREES:

2014

Champlin Broadcasting • Dove Science Academy • Girl Scouts of Eastern Oklahoma
Girl Scouts of Western Oklahoma • Global Gardens • Metro Technology Centers
University of Oklahoma Integrity Council

- *Being modest in winning and being generous in defeat.*
- *Attending meetings promptly and respecting the opinions of others in discussion.*
- *Appreciate and promote diversity in our organization.*

Another area of the FFA experience which teaches integrity and character building is the annual Oklahoma FFA Alumni camp. During June and July, over 1,600 FFA members gather at Camp Tulakogee for an intense leadership training experience. The four separate camps involve approximately 400 students each. Students are taught the merits of citizenship, cooperation, patriotism, community service, teamwork, and goal setting.

OVERALL COMMUNITY

Oklahoma County Sheriff's Department (OKC)

In 1998, Sheriff John Whetsel asked Chaplain Argyll Dick to ensure the spiritual welfare of the employees in the Sheriff's Department. Then, in 2000, Chaplain Dick was asked to help with ongoing problems of discipline and vandalism in the Department's juvenile housing. They found a solution with the Character First!© program.

Once the program was implemented with the juvenile detainees, the property destruction immediately stopped. The Character Initiative now reaches nearly 45,000 detainees passing through the Oklahoma County Detention Center. Each year inmates are exposed to skills and alternatives necessary to change from a life of crime into responsible citizens who will exhibit positive qualities.

The Character Initiative has been expanded to all of the Sheriff's Department, impacting nearly 1000 employees. Everyone is reminded of the importance of these key virtues. After taking several systemic and progressive steps including hiring for good character and featuring this as part of the orientation program for cadets, the Sheriff's Office then added special character award ceremonies recognizing employees who were exemplifying positive character traits. This effort unites the entire team for a common purpose of serving and protecting Oklahoma citizens.

Girl Scouts of Eastern Oklahoma (Tulsa)

We are pleased to honor this organization for the third consecutive year. It is known for building girls of courage, confidence and character who make the world a better place. This mission and the tenets of the Girl Scout Law encourage girls to be "honest and fair, considerate and caring, courageous and strong, responsible for what I say and do, and to respect myself and others, respect authority and use resources wisely." This is the core of the Girl Scout Leadership Experience.

The Girl Scout Financial Literacy Program specifically teaches five important skills: goal setting, decision making, money management, people skills and business ethics. These skills are practically applied through the annual Girl Scout cookie sale, which is the largest girl-led business in the country. To be successful, the girls must rely upon and trust each other to make the right choices regarding their business practices as it impacts their entire troop.

Most importantly, the Girl Scout Law reminds the girls to be "honest, fair, and responsible," which is the heart of any ethical decision. It is this lifelong lesson that many Girl Scout alumnae have said has been a guiding principle in their lives. In fact, in a 2012 alumni study, 67% percent said their Girl Scout experience made them more responsible members of society.

Oklahoma Center for Non-Profits (Statewide)

This is the second time that the Center has been honored by OK Ethics. They are responsible for promoting positive, ethical business practices among non-profits in Oklahoma by introducing the Standards of Excellence initiative. To date, more than 520 organizations have graduated from the Standards for Excellence Clinic Series throughout Oklahoma. The majority of those organizations (75%) are from either Oklahoma City or Tulsa, with the other portion (25%) from outside of the metro areas. Data collected to evaluate the program shows that it has had a positive effect on nonprofits, increasing fundraising capacity, programmatic capacity and board/staff training and retention.

The Standards for Excellence code has been adopted by Guidestar recently and it notes certified organizations on its own website. Guidestar is one of two nationally recognized charity watchdog websites that provide useful public information to donors, stakeholders and other interested parties. With blessings from both Guidestar and the local philanthropic community, we believe that Standards for Excellence has made a lasting impression on our state to help nonprofits achieve greater transparency and accountability for their donors and supporters.



2013

Dove Science Academy • General Tommy Franks Leadership Institute • Girl Scouts of Eastern Oklahoma
Girl Scouts of Western Oklahoma • Metro Technology Centers • Oklahoma Center for Non-Profits
SandRidge Energy/Public Strategies

2012

ONEOK

COMPASS AWARD

Honorable Mentions



COMMUNITY IMPACT AWARD

Honorable Mentions



Leadership

Oklahoma Business Ethics Consortium & Foundation Boards

The Oklahoma Business Ethics Consortium is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.



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President, State Council,
Oklahoma Business Ethics Consortium
BKD, Inc.



SHANNON HIEBERT
President of the Foundation,
Vice President of Mentoring
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*Retirement
Investment Advisors*



COLIN SCHOONOVER
Director
ONE Gas

*The Foundation is a 501(c)3
organization dedicated to
sponsoring ethics initiatives on
Oklahoma campuses.*

Want to get involved?

OK Ethics is a volunteer-driven organization. If you would like to join other like-minded business leaders in promoting integrity at work, we invite you to **call (405) 858-2233 for opportunities.**



JANICE DOBBS
Director Emeritus, Founding Member
*Devon Energy Corporation
(Retired)*



OSCAR WOMACK
Director, Consortium Board
Coherent Contracts



DANIEL YUNKER
Director, Consortium Board
Kimray, Inc.



SHERRY NELSON
Director, Consortium Board
WPX Energy

Welcome New Board Members!

These individuals will be joining the OK Ethics Consortium Board of Directors in December:

Guiding Principles

I. Responsibility to Self and Others:

Service:

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

Collaboration:

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

Respect:

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.
- We respect other members and the process by:
 - Exhibiting listening skills and actively listening to discussions
 - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

II. Lead with Integrity

Dependability:

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

Initiative:

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

Honor:

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors, speakers and to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

Courage:

- Speak the truth with confidence and encourage others to do the same.

III. Inspire Trust

- We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.
- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

These principles were inspired by lessons from Character First, as well as author Stephen M. R. Covey.

Leading Members – \$1,500



Trailblazer Members – \$500



Frontier Members – \$400



Non-Profit Frontier Members



JOIN OVER 1000 MEMBERS REPRESENTING NEARLY 200 COMPANIES IN PROMOTING INTEGRITY AT WORK.



OK ETHICS®

Mission Statement

Through the efforts of passionate, committed members, the Oklahoma Business Ethics Consortium strives to establish Oklahoma as a state known for high, personal and corporate ethical standards. The consortium provides a forum of support to the Oklahoma business community so that ethical standards and integrity in the workplace can be discussed, defined and reinforced.

Be the difference — Join Now

www.OKEthics.org

Each company's award application may be found on our website.

Program Design Provided by:

the
Creative
Guy