



# Oklahoma Business Ethics Consortium

## PINNACLE



## NAVIGATOR



## STAR



## TULSA CHAPTER AGENDA • OCTOBER 24TH, 2019

### I. Welcoming Remarks

Ron LaManque, Director of Business Development,  
The Rowland Group

### II. Guiding Principle

Joel Dougherty, Vice President Human Resources & EHS,  
NORDAM Corporate Division

### III. Upcoming Events and Membership Drive

Gregg Johnson, Director, Human Resources,  
Brainerd Chemical

#### Tulsa Events:

- Kelli Masters, Founder and President of KMM Sports  
**Thursday, November 7**  
Hyatt Regency Tulsa,  
100 East Second Street
- Holiday break in December — no luncheon!

#### OKC Events:

- Kelli Masters, Founder and President of KMM Sports  
**Wednesday, November 6**  
Petroleum Club Event Center  
(Formerly Jim Thorpe Event Center)  
4040 N. Lincoln Boulevard
- Holiday break in December — no luncheon!



### Memberships Expired September 30th!

Join or renew today! See page 3 for membership benefits comparison table.

### IV. Discussion Topic

Gregg Johnson, Director, Human Resources,  
Brainerd Chemical

So that each person at your table has an opportunity to share their insights, please keep comments brief and on track when participating in the table discussions. We ask that each participant be respectful of the different perspectives shared, even those that differ from one's own.

1. Describe effects of overworking you have witnessed or experienced in the past.
2. How can ethical decision making be impacted when workload is increased and proper rest is not taken?
3. What do you think the role of leadership should be to promote a balanced approach to productivity and rest?

### V. Introduction of Moderator

Travis Jones, CEO, Career Development Partners  
OK Ethics Tulsa Chapter Liaison

### VI. Panel Presentation

#### PANELISTS:

- Marissa Blevins, Director, HR Operations and Staffing, Williams
- Carlos M. Conerly, President, Linde Engineering North America
- John Federline, Executive Director of Secondary Education, Union Public Schools
- Patti L. Schmigle, Managing Director, Human Resources, ONE Gas, Inc.

#### MODERATOR:

Shae Rozzi, Evening Anchor, FOX23 News

### VII. Closing remarks

Ron LaManque, Director of Business Development,  
The Rowland Group

**VISIT OKETHICS.ORG FOR RESOURCES, VIDEOS, ARTICLES AND TO SEE WHO'S WHO.**



**KELLI MASTERS**  
FOUNDER AND PRESIDENT OF KMM SPORTS

---

**THURSDAY, NOVEMBER 7**  
Hyatt Regency Tulsa | 100 East Second Street

# HELP! VOLUNTEERS NEEDED

Time Commitment:

**3 hours**  
per month

**Pay: \$0**

## Qualifications:

Pleasant, helpful, gracious and reliable. Must be an enthusiastic OK Ethics member

## Benefits:

Priceless Appreciation for achieving OK Ethics' vision

Interested? Contact [okethicssupport@okethics.com](mailto:okethicssupport@okethics.com).

## APPRECIATION:

OK Ethics relies primarily on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. It takes leadership and teamwork to host these exciting events, and we salute your dedication in achieving OK Ethics' mission! Listed below are today's volunteers who consistently provide service to our members:

## AGENDAS:

Special thanks to Bob Stuart and JD Young for printing the agendas. We appreciate Travis Jones of Career Development Partners making these arrangements.

## VOLUNTEERS-AMBASSADOR & REGISTRATION TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats.

They also arrive early to help distribute agendas and assist with name tags. Please contact [okethicssupport@okethics.com](mailto:okethicssupport@okethics.com) if you wish to volunteer for the Ambassador team.

Special Thanks to Mark Belanger, Ambassador Team Leader.

<b>Mark Belanger</b>	<i>ONE Gas, Inc.</i>	<i>Chairperson Ambassador Team &amp; Registration</i>
<b>Chrisie Bedsworth</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
<b>Cortney Dennis</b>	<i>Rowland Group</i>	<i>Ambassador</i>
<b>Renelda Gunn</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
<b>Brandace Moore</b>	<i>Rowland Group</i>	<i>Ambassador</i>
<b>Brian Shore</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
<b>Amber Waid</b>	<i>ONEOK, Inc.</i>	<i>Ambassador</i>
<b>Rex Wilson</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>

## OTHER INITIATIVES:

<b>Jalisha Petties*</b>	<i>Accounting Principals</i>	<i>Senior Member Care Team Member</i>
<b>Susan Loftin*</b>	<i>Parker Lynch</i>	<i>Member Care Team Member</i>
<b>Boyd Murphy*</b>		<i>Videography</i>
<b>Brad Holt*</b>	<i>Factor 110</i>	<i>Registration &amp; Nametags</i>
<b>Phillip Grimes*</b>	<i>The Creative Guy</i>	<i>Agenda Design</i>
<b>JD Young</b>		<i>Agendas</i>

\*Paid Service Provider

## SEED FOUNDATION CALENDAR OF EVENTS:

**OCT. 26TH**  
8 AM – 2:00 PM  
**Statewide Student Ethics Challenge (College)**  
at OSU-OKC

**JAN. 25TH**  
**Oklahoma Regional High School Ethics Bowl**  
Location TBD



## HORIZON



Southern Nazarene University  
CHARACTER | CULTURE | CHRIST

## CO-HOST AN UPCOMING EVENT

Consider co-hosting an upcoming event. Rates vary. Email [okethicssupport@okethics.com](mailto:okethicssupport@okethics.com) or call (405) 889-0498 for more information.

# JOIN NOW!

Visit [www.okethics.org/join](http://www.okethics.org/join) for more info.

Fiscal year begins October 1, 2019 and runs through September 30, 2020.

Members Level	Dues	Seating	Pre-paid Seats	Company logo featured in OK Ethics monthly agendas?	OK Ethics Awards	Featured in "Who's Who"	Recognition Honor
<b>Pinnacle</b>	\$12,000	Premium with signage	16	Yes	16 seats	Yes	Objet d'art
<b>Navigator</b>	\$8,750	Exclusive with signage	12	Yes	12 seats	Yes	Objet d'art
<b>Star</b>	\$6,300	Special with signage	8	Yes	8 seats	Yes	Objet d'art
<b>Horizon</b>	\$3,900	Reserved with signage	6	Limited	2 seats	Yes	Plaque
<b>Leading</b>	\$1,700	Reserved	2	Limited	2 seats	Yes	Plaque
<b>Trailblazer</b>	\$800	Reserved	1	Limited	1 seat	Yes	TBD
<b>Frontier</b>	\$425	Open	-	Website only	-	Yes	-
<b>Frontier</b> <i>(Non-Profit/NGO**)</i>	\$0	Open	-	Website only	-	Yes	-
<b>Scout</b>	\$100	Open	-	-	-	-	-
<b>Scout</b> <i>(Retiree)</i>	\$25	Open	-	-	-	-	-
<b>Scout</b> <i>(Job transition only)</i>	\$0	Open	-	-	-	-	-
<b>Student***</b>	\$0	Open	-	-	-	-	-

\*\* NGO = Non-Government Organization

\*\*\* Must be a member of a student ethics chapter or pre-approved affiliated academics institution

# TOO MUCH OF A GOOD THING

***A Panel Discussion on the Role of Leadership in Promoting a Culture Where 'Things Get Done' and People Matter.***

## — PANELISTS —



### **Marissa Blevins**

***Director, HR Operations and Staffing, Williams***

As the Director of HR Operations and Staffing at Williams, Marissa oversees the work of over 30 employees within HR Information Systems (HRIS), Payroll, the HR Service Center, Employee Relations, HR Policy and Talent Acquisition.

Marissa has two decades of Human Resources experience within three organizations, providing her a wide breadth of knowledge in various areas such as candidate selection, learning and

development, employee relations, workforce planning, and executive leadership consulting. Marissa has worked for both privately and publicly held organizations ranging in size from 3,500 employees to over 350,000 employees.

She earned her Master of Business Administration from Clarkson University and her Bachelor of Science from Oklahoma State University. Marissa maintains her SHRM-SCP, is a certified coach, and is accredited in the areas of leadership potential and emotional and social competency. Additionally, Marissa volunteers her time by serving on the board of directors for The Tristesse Grief Center, a nonprofit organization that provides grief counseling services to everyone, regardless of their ability to pay.



### **Carlos M. Conerly**

***President, Linde Engineering North America***

Carlos M. Conerly serves as President Natural Gas and Refining Division for Linde Engineering North America. Conerly has over 38 years of global energy experience working in the natural gas processing industry. Conerly previously held the position of Vice President of Sales for ISTI Plant Services. Additionally, working for T.H. Russell Company where he worked for over 20 years, he served as

Vice President of Operations as well as Vice President of Manufacturing. Conerly also held several management positions working for Hanover Compression Company and Exterran Corporation in USA and in Dubai, UAE. Conerly currently serves as an officer on the GPSA Midstream Suppliers Association, is on the Board of Directors

#### **GENERAL PROGRAM DISCLAIMERS:**

**LEGAL:** Members of the Oklahoma Business Ethics Consortium frequently share information concerning various issues and developments that may have legal implications. The discussions, commentary, and handouts at Consortium meetings or presentations to other organizations are for general informational purposes only. They cover only some aspects of the subject topic, and do not constitute a complete legal analysis of the topic or how it might apply to any particular set of facts. Before taking any action based on information presented during a Consortium event, participants are encouraged to consult a qualified attorney.

**PHOTOGRAPHY:** Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at [okethicssupport@okethics.com](mailto:okethicssupport@okethics.com) or call (405) 889-0498 and we will be happy to comply with your wishes.

#### **PRESENTATION STANDARDS:**

The observations and comments of presenters at Consortium meetings and networking are the views and opinions of the presenter and do not constitute the opinion or policies of the Consortium or any of its members. Presenters are respectfully requested to honor OK Ethics Guiding Principles as well as avoid profanity, preaching, politics, put-downs and self-promotion during their lectures. To ensure accountability, participants are invited to evaluate each program according to these and other standards.

***Visit [okethics.org](http://okethics.org) for resources, videos, articles and to see who's who.***

for the GPSA Midstream Suppliers Association, and Junior Achievement of Oklahoma. Conerly is a long-time resident of Tulsa and studied business management at the University of Northern Colorado in Greeley, CO.



**John Federline**  
*Executive Director of  
Secondary Education,  
Union Public Schools*

John Federline was named Executive Director of Secondary Education in 2018. He graduated from Union High School and obtained a bachelor's degree in secondary education from

Oklahoma State University. He earned his master's degree in curriculum and instruction from Oklahoma State University and he is currently earning his Ed.D. His career in education began at Bixby High School where he spent 12 years as a teacher and a coach. He came to Union as an assistant principal at the Intermediate High School in 2005 and moved to the High School in 2007. In 2011, he was named as the principal of Union's Ninth Grade Center, a position he held through spring 2018. In his free time, Federline enjoys spending time with his family, traveling, and playing golf.



**Patti L. Schmigle**  
*Managing Director,  
Human Resources,  
ONE Gas, Inc.*

Patti Schmigle is managing director of Human Resources for ONE Gas. As a long-time Tulsa resident, she has a passion to help others figure out what they do best.

With more than 25 years of executive and management experience in a wide range of fields, she credits her leadership success to a constant drive for development and ensuring that her employees are able to love what they do.

Patti spent 22 years at The Williams Companies, Inc. in executive roles including Operations, Engineering and Performance Initiatives, before eventually becoming the CIO of Williams Communications and then President of the Williams Communications Solutions group. She then joined Up With Trees, a non-profit in Tulsa, as the Executive Director, and later as the VP, Operations of a large commercial background screening provider.

In 2009, Patti seized the opportunity to return to OSU as a Career Consultant and spent six years helping others assess their capabilities, investigate career opportunities and develop job search strategies.

She transitioned this expertise into Human Resources as the Director of Organizational Development at ONE Gas, and now continues to create an engaged and successful workforce as the ONE Gas Managing Director of Human Resources, where in her current role, she is responsible for Talent Acquisition, Employee Relations, Labor Relations, HR Business Partnerships, and Organizational Development.

Patti graduated from Oklahoma State University with a Bachelor of Science in Business Administration and obtained a Master of Business Administration from Rockhurst University in Kansas City. She also holds a certificate for Lean Six Sigma process improvement from Villanova University.

When she's not working, Patti enjoys DIY projects and traveling with her husband, Rick.

## **Moderator:**



**Shae Rozzi**  
*Evening Anchor,  
FOX23 News*

During her more than 20 years of broadcasting, Shae has worked in her home state of Virginia as well as Michigan, North Carolina, and Georgia before arriving in Oklahoma.

In the 6 years Shae has been in Tulsa, she and the FOX23 News team have won multiple Emmy awards for their coverage of tornadoes and breaking news events as well as the prestigious national Edward R. Murrow Award.

Shae's biggest accomplishment came earlier this year when one of her investigative reports led to a change in state law requiring mandatory protective orders at sentencing for sex offenders to help keep victims safe.

Shae is a proud member of the Salvation Army Women's Auxiliary and loves giving back to the community by supporting several organizations.

She and her husband, daughter and pug love the laid back lifestyle of Oklahoma and being part of such a giving community.

# GUIDING PRINCIPLES

Adopted July, 2004

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First's values and philosophies.

## 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.

## 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 and speakers; as well as 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.

## 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.

**Visit [okethics.org](http://okethics.org) for resources, videos, articles and to see who's who.**



**Follow us on  
Facebook.**

