

The Oklahoma Business Ethics Consortium



ENTERING OUR ELEVENTH YEAR OF PROMOTING OKLAHOMA VALUES OF INTEGRITY AT WORK!

BE THE DIFFERENCE · WWW.OKETHICS.ORG

AGENDA • NOVEMBER 13TH, 2014 • TULSA CHAPTER | UPCOMING EVENTS

I. Welcome & Upcoming Events

Lynn Flinn, President of The Rowland Group; Tulsa Founder of OK Ethics

- January 15th: *Ethics and Entrepreneurship: The Possible Dream?*

Panelists: *Elliot Nelson CEO of McNellie's Group; Bob Thomas, co-founder and managing partner, Senior Star; Angela Byers, CEO, Byers Creative; Moderator: Larry Mocha, CEO, APSCO*

- February 4: *Emotional Vampires, presented by Marsha Petrie Sue*

II. Board of Directors and Volunteer Recognition

Lynn Flinn, President of The Rowland Group; Tulsa Founder of OK Ethics

Travis Jones, Career Development Partners, VP of Fun and Spirituality, OK Ethics Board

Welcome new OK Ethics Board members **Daniel Yunker** of Kimray, Inc., **Oscar Womack** of Coherent Contracts and **Sherry Nelson** of WPX Energy! (See your Member Guide for a full listing of OK Ethics Board members.)

We invite our volunteers to proceed to the podium to accept your recognition item. Please see page 3 of your agenda for a list of our special volunteers who have served on a regular basis and are being honored today.)

III. Guiding Principle and Statewide Student Ethics Challenge Awards

Colin Schoonover, OK Ethics Foundation board, ONE Gas

Please refer to your Member Guide for more details about student ethics initiatives.

- First place:** Oklahoma Christian University, Advisor: Dr. Jeffrey Simmons
- Second place:** Oklahoma Baptist University, Advisors: Dr. Rich Rudebock and Dr. Vickie Ellis
- Third place:** University of Central Oklahoma, Advisor: Dr. Katherine Terrell

IV. Speaker Introduction

Travis Jones, Career Development Partners, VP of Fun and Spirituality, OK Ethics Board

V. Keynote

"Moral Business Through Ethical Competency"

Dr. Ron Paul Hill, Villanova University

ETHICS AND ENTREPRENEURSHIP

THE POSSIBLE DREAM?



Panelists:
Elliot Nelson
CEO of McNellie's Group
Bob Thomas
co-founder and managing partner, Senior Star
Angela Byers
CEO, Byers Creative
Moderator:
Larry Mocha
CEO, APSCO

Thursday,
January 15th, 2015
11:30AM-1:00PM

EMOTIONAL VAMPIRES



Presented by

MARSHA PETRIE SUE

Recommended for 1 CPE in Ethics.

WEDNESDAY, FEBRUARY 4, 2015

11:30am-1:00pm

DOUBLETREE HOTEL, TULSA

REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

Vision: To be recognized as a statewide and national forum for promoting business ethics.

PINNACLE MEMBERS	NAVIGATOR MEMBERS	MEDIA ALLIES	STAR MEMBERS

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.



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



SHANNON HIEBERT
President of the Foundation,
Vice President of Mentoring
& Education for the Consortium
Enterprise Holdings



SHANNON WARREN
Founder, Oklahoma Business Ethics
Consortium & Foundation
Warren Consulting LLC



DAVID MAYFIELD
Treasurer
*Tri-State Industrial
Group*



ROB MARTINEK
Vice President of Risk
Management
The Bama Companies



LYNDA MOBLEY
Vice President, Membership
ONE Gass



LYNN FLINN
Founder, Tulsa Chapter
The Rowland Group

OK ETHICS FOUNDATION BOARD



SHANNON HIEBERT
Interim President & Founding Member
Enterprise Holdings



PAM FOUNTAIN
Past President
Principal Technologies



SHANNON WARREN
Director Emeritus (non-voting)
Warren Consulting LLC



BOB BYRNE
Chief Diplomat, Consortium Board
Director & Liaison to the OK Ethics
Foundation Board
Boeing (Retired)



KELLIAN SCHNEIDER
Vice President, Public Relations
Director & Liaison to the OK Ethics
Foundation Board
*FullForce Marketing
& Branding*



**MYRNA
SCHACK LATHAM**
General Counsel
& Founding Member
McAfee & Tuft Law Firm



TRAVIS JONES
Vice President, Fun &
Organizational Spirituality
*Career Development
Partners*



BOB BYRNE
Director
Boeing (Retired)



TONY BLASIER
Director
Chesapeake Energy



JOY LABAR
Treasurer
SandRidge Energy



VALERIE FRIED
Director Emeritus, Founding Member
*Capitol Abstract
& Title Company*



GARYL GEIST
Past President, State Council
*Oklahoma Allergy
and Asthma Clinic*



SUSIE WELLENDORF
Director, Consortium Board
*Wellendorf
Communications*



RANDY THURMAN
Director, Consortium Board
*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:

VOLUNTEER 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 the regular volunteers who consistently provide service to our members:

Mark Belanger	ONE Gas	Ambassador
Trey Bowen	The Rowland Group	Ambassador
David Christie	The Bama Companies, Inc.	Registration
Jessica Cordt	The Rowland Group	Special Projects
Alicia Goodloe	The Bama Companies, Inc.	Registration
Perry Henson	The Rowland Group	Ambassador
Tom Hillie	The Crosby Group	Ambassador
James Kelley	The Rowland Group	Membership
Russ Knight	Career Development Partners	Ambassador
Jan Laub	IBT	Registration
Neal Lehman	ONEOK	Ambassador
Debra May	CRTS	Membership
Nick Minden	Darby Equipment	Programs
Karie Mullins	ONE Gas	Chief Ambassador
Laura O'Conner	The Rowland Group	Ambassador
Michael Oonk	American Bank and Trust	Facilities & Logistics
Doyle Paden	LeadRDev Grupe	Ambassador Lead
Brian Shore	ONE Gas	Ambassador
John Stancavage	The Tulsa Word	Programs
Amber Waid	ONEOK	Ambassador

REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

APPRECIATION:

Thank you Steve Rockwell, University of Tulsa, for printing the agendas for this month's meeting. 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:

HELP WANTED:

Volunteers to print the monthly agenda. Please contact either Lynn Flinn at lynn@rowland-group.com or Shannon Warren at warrenokla@cox.net.

Ambassadors to welcome and assist guests at monthly events. Please contact either Karie Mullins at Karie.Mullins@onegas.com or Alicia Goodloe at AGoodloe@bama.com.

VOLUNTEERS-AMBASSADOR 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.

Karie Mullins	<i>ONE Gas</i>	<i>Team Leader</i>
Russ Knight	<i>Career Development Partners, Inc.</i>	<i>Ambassador</i>
Mark Belanger	<i>ONE Gas</i>	<i>Ambassador</i>
Laura O'Connor	<i>The Rowland Group</i>	<i>Ambassador</i>
Colin Schoonover	<i>ONE Gas</i>	<i>Ambassador</i>
Brian Shore	<i>ONE Gas</i>	<i>Ambassador</i>
Laurie Thornton	<i>ONE Gas</i>	<i>Ambassador</i>

VOLUNTEERS-REGISTRATION TEAM:

These dependable individuals diligently record our guests' attendance and handle the collection of fees:

Alicia Goodloe	<i>The Bama Companies, Inc.</i>	<i>Registration & Volunteer Coordinator</i>
David Christie	<i>The Bama Companies, Inc.</i>	<i>Registration</i>
Vanessa Statum	<i>Career Development Partners, Inc.</i>	<i>Registration</i>

SPECIAL INITIATIVES:

Susie Wellendorf	<i>Wellendorf Communications</i>	<i>PR</i>
Michael Oonk	<i>American Bank and Trust</i>	<i>Facilities & Logistics</i>
Lynn Flinn	<i>The Rowland Group</i>	<i>Tulsa Chapter Founder & Programs</i>
James Kelley	<i>The Rowland Group</i>	<i>Membership</i>
Travis Jones	<i>Career Development Partners</i>	<i>Programs</i>
Nick Minden	<i>Darby Equipment</i>	<i>Programs</i>
Tom Vincent	<i>Gable Gotwals</i>	<i>Programs</i>
Susan Pate	<i>Stinnett & Associates</i>	<i>Accountant</i>

OTHER INITIATIVES:

Jalisha Petties*	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
Sue Miller*	<i>Accel Financial Staffing</i>	<i>Notices & Special projects</i>
Tawni Phelan*	<i>Factor 110</i>	<i>Name Tags and Guest Services</i>

*Paid Service Provider

JOIN THE TEAM:

Want to be part of the recruiting team that helps OK Ethics flourish? Talk to these leaders below:

- Contact James Kelley with The Rowland Group at james@rowland-group.com or call (918) 836-1900.
- To assist with the Ambassador team, contact Alicia Goodloe at agoodloe@bama.com.

MANY THANKS TO OUR HORIZON MEMBERS:



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 for resources, videos, articles and to see who's who.



**Like us on
Facebook.**



HELP GET THE WORD OUT: PLEASE POST THIS ON YOUR COMPANY'S BULLETIN BOARD

UPCOMING TULSA EVENTS

ETHICS AND ENTREPRENEURSHIP *THE POSSIBLE DREAM?*



Panelists:

Elliot Nelson
CEO of McNellie's Group

Bob Thomas
co-founder and managing partner, Senior Star

Angela Byers
CEO, Byers Creative

Moderator:
Larry Mocha
CEO, APSCO

Thursday
January 15th, 2015
11:30AM-1:00PM



EMOTIONAL VAMPIRES

Presented by

MARSHA PETRIE SUE

Recommended for 1 CPE in Ethics.

WEDNESDAY, FEBRUARY 4, 2015

11:30am-1:00pm

DOUBLETREE HOTEL, TULSA

UPCOMING OKC EVENTS

RECOMMENDED FOR 1 CPE IN ETHICS

ETHICS ON TRIAL

PROSECUTION
JIM PRIEST
Attorney with
Rubenstein & Pitts

JUDGE
JARI ASKINS
Former Lieutenant
Governor

DEFENSE
CHARLIE PLUMB
Shareholder and Attorney
for McAfee & Taft

DEFENDANT
DR. STEVE ELLIS
Professor of Philosophy,
University of Oklahoma

YOU'RE THE JURY.

WEDNESDAY, JANUARY 14, 2015
ST. LUKE'S UNITED METHODIST CHURCH

2015 OK ETHICS AWARDS



**STEPHEN
HOWARD**
ESPN College
Basketball Analyst

May 1, 2015

Tower Hotel
Oklahoma City

*Visit okethics.org for
details on upcoming events,
resources, videos, articles
and to see who's who.*

Like us on Facebook.





THE MORAL BUSINESS THROUGH ETHICAL COMPETENCY

Presented by
Ronald Paul Hill, Ph.D.

*Richard J. and Barbara Naclerio
Endowed Chairholder, Villanova
School of Business*

About our presenter:

Dr. Ron Paul Hill is the Richard J. and Barbara Naclerio Chairholder in Business and Professor, Marketing and Business Law Department at Villanova University. A globally recognized speaker for his unique and engaging style of presentation on issues that include professional ethics, compassionate leadership, and intergenerational management.

He has been named one of the most prolific and influential authors in the field of marketing, having penned over 200 articles, review papers, and books that examine business ethics, public policy, and basic human rights. Particularly noteworthy are his works titled *Pearls along the Path: Lessons for Living a Life with Passion*, and *Surviving in a Material World: The Lived Experience of People in Poverty*

Recommended for 1 CPE in Ethics*

**Program is designed at the basic level and is suitable for anyone aspiring to or currently holding a leadership position. Note that it is up to the individual attendee to demonstrate relevance to his/her own area of practice. OK Ethics makes no guarantees.*

As a result of the nature of these writings, he was selected by the United Nations to speak on behalf of disadvantaged consumers at universities and corporations around the country.

Presentation Notes:

So-called "soft skills" such as ethics have been difficult to pin down. How does one measure competency in this area? Dr. Hill will present a pragmatic approach that individuals as well as organizations, whether large or small, can apply. Using humor to make his points, other aspects of his presentation will include:

- I. *Is there a difference between morality and ethics?*
- II. *Understanding and measuring your ethical competency.*
- III. *Reaching Generation Y & Z - shared values?*
- IV. *From theory to practice: integrating ethics into action.*

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.

CPE'S: From time to time, Continuing Professional Education credits are offered. Because OK Ethics relies heavily on volunteers to provide these, we do not have the manpower to send certificates after the program is completed.

REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

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 okethics@yahoo.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.

THE MORAL BUSINESS THROUGH ETHICAL COMPETENCY

PART 1: MEASURING COMPETENCY

Individual Differences

Organizational Context

Societal Nuance

Individual Differences:

Most people **believe (assume?)**

1. they act ethically.
2. everyone else shares their ethical values.
3. their ethics are formed by family and faith.

Most people have a hierarchy of ethics.

Organizational Contexts

- All organizations have **cultures**.
- Formal rules and informal rules sometimes **differ**.
- Pressure to perform can **dominate** pressure to conform.
- **Leadership** and **followership** both play important roles.

Societal Nuances

DIFFERENCES exist...

PART 2: MOVING FORWARD

- Moving Forward
- **No process** is the **dominant** approach.
- Legal compliance is driven by **fear**.
- Top-down suggests **lack of trust**.
- Bottom-up is a **risky strategy** demanding mutual respect.
- **Individualism** and **relativism**.

Stage 1: Individual Reflection

- **Guides** to personal and professional lives.
- Individual **ten commandments**.
- Both **prohibitions** and **responsibilities**.
- Role of **moderators** and **contradictions**.

Stage 2: Work Team Discussions

- Seeking levels of **consensus**.
- Limited to **peers** and **interacting partners**.
- **Systemic view** of ethical values.
- Outcome is a **set of values they agree to display** publicly and hold each other **accountable**.

Stage 3: Intergroup Negotiations

- **Variable** in length and complexity,
- based on **size** and **hierarchy**.
- Individual **spokespersons** with regular **interactions**.
- Role of **moderators** to determine agreement/concerns.
- Leading to a **code** of ethics.

Stage 4: Board Endorsement

- Leader-member **exchange theory**.
- Choice of **representatives**.
- Seek key supporting discussion **points**.
- **Voices** of the firm members **heard** in presentation to the board.