

# The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE · WWW.OKETHICS.ORG

## AGENDA • OCTOBER 24, 2013 • TULSA CHAPTER | UPCOMING EVENTS

### I. Welcome

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

### II. Kudos

#### New Members & Upgrades:

- **Star:** Career Development Partners
- **Horizon:** TriStar Pension Consulting
- **Leading:** Bank2, Brainerd Chemical, CCK, Oklahoma Natural Gas
- **Trail Blazer:** First National Bank and Trust Co., Resources Global
- **Frontier:** Single Parents Support Network, Tulsa Chapter IMA
- **Scout:** Arnold Oil Properties, Marjo Operating Co. Inc, Stanfield & Odell, P.C.

### III. Announcements

*James Kelley, The Rowland Group*

Membership Drive Begins  
Goal is 1000 members by  
October 31st!

Currently, we are at 960 individual members (733 in OKC and 227 in Tulsa) representing over 200 companies.  
(See page 4 for list of membership costs and benefits.)

### IV. Upcoming Events

*Lynn Flinn, The Rowland Group,  
President; Tulsa Founder, OK Ethics*  
(See page 6 for details)

### V. Guiding Principle

*Lawrence Joiner, WPX Energy*

### VI. Speaker Introduction

*Michael Oonk, OK Ethics Board  
of Directors; American Bank  
and Trust*

### VII. Keynote

*Ed Hearn, CSP,  
World Series Champion.  
"Conquering Life's Curves"*

**Did you know that 501c3, non-profit organizations can join for free at the Frontier level?**

### NAVIGATING DIFFICULT ISSUES: HOW AUTHENTIC COMMUNICATION WINS THE DAY

Presented by  
**Hannibal B. Johnson, Jeremy Burton, &  
Rebecca Greenbaum Ph.D.**



**Thurs., Nov. 21, 2013 The DoubleTree Hotel  
11:30AM-1:00PM Downtown Tulsa**

### TEN YEAR ANNIVERSARY

*Gala*

Speaker:  
**Phil Lakin**  
*Tulsa Community Foundation*

**Tuesday, December 10, 2013  
5:30 - 7:30PM**

**Southern Hills Country Club  
2636 East 61st Street, Tulsa, OK 74136**

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

PINNACLE MEMBERS		NAVIGATOR MEMBERS		MEDIA ALLIES		STAR MEMBERS	

# BUILD A LEGACY OF INTEGRITY...

## HELP OK ETHICS RECRUIT NEW MEMBERS. HERE'S HOW:

- Invite two qualified[i] guests from the business or government sector who share our purpose of promoting Oklahoma values of integrity at work.
- OK Ethics will pick up the tab for those two guests, so long as they attend the September event.
- Encourage (no pressure) guests to join OK Ethics by the end of October.
- The member who brings in the most new membership revenue will be honored at the tenth anniversary gala.

[i] Qualified guests have not attended an OK Ethics event before and must not be employees of current member companies. (See the Who's Who section of the *okethics.org* website for a list.)

## JOIN THE TEAM:

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

- In Tulsa, contact James Kelley with The Rowland Group at [james@rowland-group.com](mailto:james@rowland-group.com) or call (918) 836-1900.
- In OKC, contact Lynda Mobley with Oklahoma Natural Gas at [Lmobley@ong.com](mailto:Lmobley@ong.com) or call (405) 551-6774.

## HELP WANTED

**PHOTOS:** *Donations of pictures depicting inspiring scenes of life in our great state. Selected photos will be used in OK Ethics tenth anniversary commemorative publication. See [okethics.org](http://okethics.org) home page to submit photographs. Questions about the project may be directed to Kellian Schneider at [kellian@fullforcebusiness.com](mailto:kellian@fullforcebusiness.com)*

**ANNUAL REPORT:** *Expertise needed from those with knowledge in organizing annual reports for non-profits to spearhead this endeavor for OK Ethics. Contact Shannon Warren at [warrenokla@cox.net](mailto:warrenokla@cox.net).*

**PROGRAMS:** *Assistance needed in locating high quality speakers for OK Ethics. Please contact Lynn Flinn if you are interested in joining the program committee. [lynn@rowland-group.com](mailto:lynn@rowland-group.com)*

**RECRUITERS FOR MEMBERSHIP COMMITTEE:** *Friendly members who are plugged into the community are needed to assist in membership efforts with James Kelley of The Rowland Group by introducing new folks to the great benefits that OK Ethics has to offer. Call James at (918) 836-1900 if you are interested in joining this group.*

**TENTH ANNIVERSARY GALA:** *Volunteers needed to spearhead and manage this milestone event this fall. Contact Lynn Flinn at [lynn@rowland-group.com](mailto:lynn@rowland-group.com) if you want to help.*



Like us on Facebook.



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

## 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! *Thanks to Steve Rockwell, University of Tulsa, for printing the agendas!* Listed below are today's volunteers who consistently provide service to our members:

## 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.

<b>Doyle Paden</b>	<i>Community Volunteer</i>	<i>Chief Ambassador</i>
<b>Tom Clatfelter</b>	<i>Community Volunteer</i>	<i>Ambassador</i>

## REGISTRATION TEAM:

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

<b>Alicia Goodloe</b>	<i>Bama Companies</i>	<i>Registration</i>
<b>Jan Laub</b>	<i>Twin Foods</i>	<i>Registration</i>
<b>David Christie</b>	<i>Bama Companies</i>	<i>Registration &amp; Treasury</i>
<b>Michele Williams</b>	<i>Community Volunteer</i>	<i>Registration</i>
<b>Factor 110</b>		<i>Name Tags &amp; Registration</i>

## SPECIAL INITIATIVES:

<b>Susie Wellendorf</b>	<i>Wellendorf Communications</i>	<i>PR</i>
<b>Michael Oonk</b>	<i>American Bank and Trust</i>	<i>Facilities &amp; Logistics</i>
<b>Lynn Flinn</b>	<i>The Rowland Group</i>	<i>Tulsa Chapter Founder &amp; Programs</i>
<b>James Kelley</b>	<i>The Rowland Group</i>	<i>Membership</i>
<b>Debra May</b>	<i>CRTS</i>	<i>Membership</i>
<b>John Stancavage</b>	<i>The Tulsa World</i>	<i>Programs</i>
<b>Nick Minden</b>	<i>Darby</i>	<i>Programs</i>
<b>Susan Pate</b>	<i>Stinnett &amp; Associates</i>	<i>Accountant</i>
<b>Jalisha Petties</b>	<i>OK Ethics</i>	<i>Member Care Coordinator</i>

## MANY THANKS TO OUR HORIZON MEMBERS:





# OK ETHICS 2013-2014 MEMBERSHIP DUES & BENEFITS

Please note that dues are effective during the fiscal year that begins October 1, 2013 and ends September 30, 2014. OK Ethics does not typically prorate dues, except during the last quarter and only by special permission from the OK Ethics Board and/or Founder. Occasionally, OK Ethics may offer workshops or programs that are not necessarily included in the price schedule below.

## Pinnacle Membership

Dues \$10,000

**REGULAR OPTION:** Highest level of involvement that includes *sixteen pre-paid memberships* with *premium seating* for every regular monthly program. *Inclusion in the annual Compass Awards banquet. An extra eight seats will be provided for the special ten-year anniversary gala.*

See "Benefits" section below for additional details. Also, please note that each participant must continue to make reservations for each meeting in order for volunteers to prepare name tags and provide accurate head counts to our banquet facilities.

**ENHANCED OPTION:** This level includes an option for the company to allow up to eight additional seats (or fewer as specified) to be used by students who are involved in ethics initiatives on their campuses. This is more than the sixteen reservations per month for the seats reserved for the company's members. Please note that empty corporate seats will be filled first by company representatives and any extras will be donated for students to use. As a convenience, if your company exceeds the regular allotment of sixteen guests per meeting including students, OK Ethics will bill your company for additional attendees at the end of the fiscal year (September 30, 2014).

### MEMBER BENEFITS:

- **Reserved premium seating** defined as those seats closest to the podium.
- Includes up to **20 seats at special workshops, exclusive dinners/breakfasts with speakers or bonus programs** as offered per year as well as **an additional 8 seats at the special ten-year anniversary gala and membership recognition event.** (Note: Does not include additional seats at Compass Awards.)
- **Logos featured on table tent cards** at monthly events.

- Company will be prominently listed as a **flagship company** in special commemorative ten year anniversary publication circulated throughout the Oklahoma business community. (Membership commitment must be made by 9/30/2013 to be included)
- Company logo will be prominently featured on the revised Home Page and "Who's Who" of OK Ethics website and customary communiqués, including meeting notices and agendas.
- \$500 earmarked in your company's name to support university and college initiatives including an opportunity to support Oklahoma's winning teams in the Regional Ethics Bowl Regional Competition in San Antonio.
- Inclusion in the annual Compass Awards banquet.
- Special commemorative presented to your company acknowledging your meaningful support of OK Ethics' initiatives.

## Navigator Membership

Dues \$8,000

**REGULAR OPTION:** Includes *sixteen pre-paid memberships* for participation in every regular chapter activity. *Inclusion in the annual Compass Awards banquet. An additional eight seats will be provided for the special ten-year anniversary gala.*

See "Benefits" section below for additional details. Also, please note that each participant must continue to make reservations for each meeting in order for volunteers to prepare name tags and provide accurate head counts to our banquet facilities.

**ENHANCED OPTION:** This level includes an option for the company to allow up to eight additional seats (or fewer as specified) to be used by students who are involved in ethics initiatives on their campuses. This is more than the sixteen reservations per month for the seats reserved for the company's members. Please note that

empty corporate seats will be filled first by company representatives and any extras will be donated for students to use. As a convenience, if your company exceeds the regular allotment of sixteen guests per meeting including students, OK Ethics will bill your company for additional attendees at the end of the fiscal year (September 30, 2014).

### MEMBER BENEFITS:

- Company will be prominently listed as a **flagship company** in special commemorative ten year anniversary publication circulated throughout the Oklahoma business community. (Membership commitment must be made by 9/30/2013 to be included)
- Company logo will be prominently featured on the revised Home Page and "Who's Who" of OK Ethics website and customary communiqués, including meeting notices and agendas.
- \$500 earmarked in your company's name to support university and college initiatives including an opportunity to support Oklahoma's winning teams participate in the Regional Ethics Bowl Regional Competition in San Antonio.
- Crystal obelisk presented to your company acknowledging your meaningful support of **OK Ethics' initiatives.**

## Oklahoma Star Membership

Dues \$5,500

**REGULAR OPTION:** A prominent level of involvement that includes *eight pre-paid seats at special reserved tables* for participation in every regular chapter activity. *Inclusion in the annual Compass Awards banquet and four extra seats for the special ten-year anniversary gala.*

Please note that each participant must continue to make reservations for each meeting in order for volunteers to prepare name tags and provide accurate head counts to our banquet facilities.

(Continued from Page 4)

**ENHANCED OPTION:** This level includes an option for the company to allow up to **four additional seats** (or fewer as specified) to be used by students who are involved in ethics initiatives on their campuses. This is more than the eight reservations per month for the seats reserved for the company's members. Please note that empty corporate seats will be filled first by company representatives and any extras will be donated for students to use. As a convenience, if your company exceeds the regular allotment of eight guests per meeting including students, OK Ethics will bill your company for additional attendees at the end of the fiscal year (September 30, 2014).

#### MEMBER BENEFITS:

- Company will be prominently listed as a **flagship company** in special commemorative ten year anniversary publication circulated throughout the Oklahoma business community. (Membership commitment must be made by 9/30/2013 to be included)
- Featured in "Who's Who" of OK Ethics website as well as routine communiqués, including meeting notices and agendas.
- Company will be routinely highlighted on the home page of the OK Ethics website.
- \$500 earmarked in your company's name to support university and college initiatives including Oklahoma's winning teams that participate in the Regional Ethics Bowl Competition held in San Antonio.

**\*\*NEW\*\*** Special crystal star obelisk presented to your company acknowledging your meaningful support of OK Ethics' initiatives.

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### Horizon Membership

**Dues \$3,500**

Includes **eight pre-paid memberships** for participation in most chapter activities with the *exception of the Compass Awards banquet* and special bonus workshops.

*Please note that each participant must continue to make reservations for each meeting in order for volunteers to prepare name tags and provide accurate head counts to our banquet facilities.*

- Eight seats provided for the special tenth anniversary gala.

- Convenience of reserved seating for all programs, except the annual Compass Awards event.
- Featured in "Who's Who" page on OK Ethics website.
- Special plaque presented to your company acknowledging your meaningful support of OK Ethics' initiatives.

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### Leading Membership

**Dues \$1,500**

Includes two pre-paid memberships for participation in all chapter activities except bonus workshops.

- Includes attendance at the annual Compass Awards event and the special tenth anniversary gala.
- Featured in "Who's Who" of OK Ethics website.

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### Trailblazer Membership

**Dues \$500**

Includes one pre-paid membership for participation in all regular chapter activities, *except* special bonus workshops and the annual Compass Awards.

- Mentioned in "Who's Who" on OK Ethics website.

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### Frontier Membership

**Dues \$400**

Eight members from your company will receive discounts on meals for participation in most chapter activities. *Note that this category may exclude discounts for the annual Compass Awards and special bonus workshops.* (See Horizon or Star membership categories for upgrades.)

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### Non-Profit Membership

**Dues \$0**

As a special service to the community, OK Ethics offers free Frontier memberships to non-profit organizations and staff. The only thing we ask in return is that you help us by promoting our organization to your members.

*Please note that our primary purpose remains a discussion of ethical behavior in the workplace. Although networking is an additional benefit of these discussions, guests are asked to refrain from using this as a sales forum.*

- Eight members from your organization will receive discounts on meals for participation in most chapter activities. Note that this category may exclude

discounts for the annual Compass Awards and special bonus workshops. (See Horizon or Star membership categories for upgrades.)

- Mentioned in "Who's Who" of OK Ethics website.

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### Scout Membership

**Dues \$75**

Individual receives discounts on meals for participation in most chapter activities. Note that this category may exclude discounts for the annual Compass Awards and special bonus workshops.

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### Retiree Membership

**Dues \$25**

- In recognition for the valuable volunteer services provided by our retirees, OK Ethics offers a discount to retirees who are actively involved in our activities.
- Individual receives discounts on meals for participation in most chapter activities. Note that this category may exclude discounts for the annual Compass Awards and special bonus workshops.

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### Transitional Membership

**Dues \$0**

- As a special service to the community during these challenging economic times, OK Ethics will offer a free Scout membership to anyone who has been laid off from a professional capacity position.

*Please note that our primary purpose remains a discussion of ethical behavior in the workplace. Although networking is an additional benefit of these discussions, guests are asked to refrain from imposing job requests or resumes on other participants unless invited to do so.*

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### Student Membership

**Dues \$0**

Students with member schools may join for free. For more information, consult your campus' advisor. Others may join at the Scout level.

*Please note that our primary purpose remains a discussion of ethical behavior in the workplace. Although networking is an additional benefit of these discussions, guests are asked to refrain from imposing job requests or resumes on other participants unless invited to do so.*

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

## UPCOMING TULSA EVENTS

### NAVIGATING DIFFICULT ISSUES: HOW **AUTHENTIC COMMUNICATION WINS THE DAY**

Presented by  
**Hannibal B. Johnson, Jeremy Burton, &  
Rebecca Greenbaum Ph.D.**



Thurs., Nov. 21, 2013    The DoubleTree Hotel  
11:30AM-1:00PM                      Downtown Tulsa

### TEN YEAR ANNIVERSARY *Gala*

Speaker:  
**Phil Lakin**

*Tulsa Community Foundation*

Tuesday, December 10, 2013  
5:30 - 7:30PM

**Southern Hills Country Club**  
2636 East 61st Street, Tulsa, OK 74136

### THE LEADERSHIP EDGE



Presented by  
**Gael O'Brien**  
Entrepreneur  
Magazine's  
The Ethics Coach

Thursday, January 9, 2014  
11:30AM-1:00PM

**The Doubletree Hotel**  
Downtown Tulsa

## UPCOMING OKC EVENTS

### THE **OKLAHOMA SPIRIT**



Presented by  
**Lt. Gov Todd Lamb**

*Please note location  
change below:*

Thursday, November 14, 2013  
RECEPTION 5:00 - 6:15, DINNER AT 6:15

**Quail Creek Golf & Country Club**  
3501 Quail Creek Road  
Oklahoma City, OK 73120



### **YOU WERE NEVER CALLED TO BE NORMAL**

Presented by **Warren Martin**  
Executive Director of the General Tommy  
Franks Leadership Institute and Museum

Thursday, December 11, 2013  
11:30AM-1:00PM

**The Petroleum Club**  
Oklahoma City

### SPIRITUAL INTELLIGENCE: LEADERSHIP EDGE

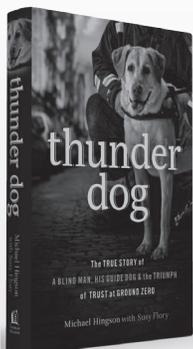


Presented by  
**Gael O'Brien**  
Entrepreneur  
Magazine's  
The Ethics Coach

Wednesday, January 8, 2014  
11:30AM-1:00PM

**The Petroleum Club**  
Oklahoma City

### **TRUST, TEAMWORK & THUNDERDOG'S TRIUMPH**



Presented by  
**Mike Hingson**  
Best Selling Author  
and Inspirational  
Speaker

Thursday,  
February 6, 2014  
11:30AM-1:00PM

**The Petroleum Club**  
Oklahoma City

**SEE ALL UPCOMING  
EVENTS AND  
DESCRIPTIONS AT  
OKETHICS.ORG.**

# 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.

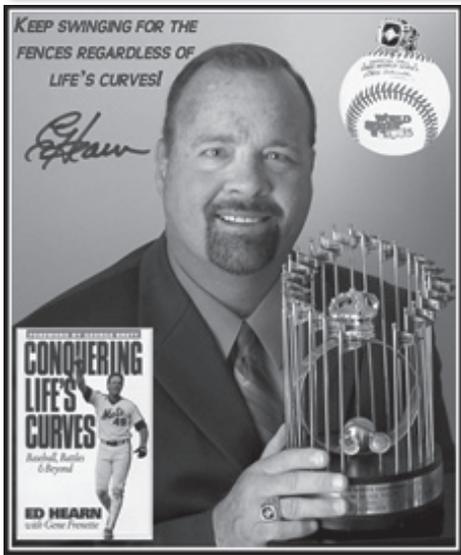
## INSPIRE TRUST

***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.***

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



# CONQUERING LIFE'S CURVES

**Presented by Ed Hearn, CSP**

World Series Champion New York Mets, Kansas City Royals, Author – Conquering Life's Curves

**AN INSPIRATIONAL CHAMPION**

*...still swinging for the fences!*

**“From the Penthouse to the Outhouse and Back”**

Ed Hearn has “stepped up to the plate” countless times with the “game of life” on the line. From the “Penthouse” of a 1986 World Series Championship, under the bright lights of New York City to the “Outhouse” of a career-ending shoulder injury and then, almost immediately, the diagnosis of three potentially life threatening health conditions, this once a strong, vibrant professional athlete was reduced to a man who could barely care for himself.

Today, after 3 life-saving kidney transplants, dialysis, several bouts with cancer, radiation treatments, the aid of a breathing machine each night, a costly IV treatment once a month, and up to 40 pills per day, this 53 year old former major leaguer has come back with a far greater purpose in life than just that of being a professional athlete –his grace, courage, faith and determination are worthy of imitation. When he speaks about significant success and victory when facing today's unending curves and change, he speaks from real-life experience and leaves audiences remembering him not so much as an athlete, but more as a man on a mission – one who has battled some of life's nastiest curves and now has an insatiable

desire to use that journey to have a significant impact on their lives of his fellow man.

In 1998, Ed established *The Bottom of the Ninth*, a Kansas 501c3 not-for-profit corporation dedicated to the mission of rebuilding the spirit and character of this nation. In baseball, the game that Ed Hearn played and loved, *The Bottom of the Ninth* inning never takes place unless the game is tied or the good guys (the home team) are behind. Today, as our great country is being shaken to its core by greed and self-centeredness, Ed believes we, as a nation, as a global society, may well have reached *The Bottom of the Ninth*. Now is the time for all Americans to step up to the plate, focus on “the team” and “Think Outside the box...SELF.”

*“You'll never see a bust of Ed Hearn in Cooperstown, NY (Baseball Hall of Fame). But in a humanitarian sense of the word, he belongs in anyone's Hall of Fame.”*

— Hall of Fame Magazine 2006

Since 2001, ALL PROCEEDS from his book and speaking go directly to supporting and multiplying the goals and vision of *The Bottom of the Ninth*.

## 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

### 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.

## WE LIVE IN A DIFFICULT WORLD... A BROKEN WORLD

- "Life is hard for a lot of folks, a lot of the time."

## FACING CHALLENGES

- If your team is not battling change-ups and curve-balls, you must be playing tee ball.
- Change & Challenges are ever present in our society today.

## PERSEVERANCE

- To hit a homerun is the icing. To return to life's batter's box after striking out is the cake.
- "The real test of a man is not when he plays the role he wants for himself, but when he plays the role destiny has for him."  
Vaclav Havel
- Success is matter of hanging on after others have let go.

## LOSING PERSPECTIVE IN TIMES LIKE THESE

- Drowning in "Pity Parties"
- Sometimes we need a "wake up call" from a "Party Pooper" I got one on April 29, 1992!
- She was **PLANTING SEEDS** (and she probably doesn't even realize the impact she had on my life)
- We all have been blessed in so many ways.

## LOSING OUR MORAL & ETHICAL COMPASS DURING TOUGH TIMES.

- Life's curves can lead us to forgetting the "basics" and reverting back to poor habits, even taking desperate measures or shortcuts.
- Today's economy is rife with layoffs, corporate belt-tightening and financial pressures.
- Overcome Change and Challenge with acceptance and then embrace it as an opportunity to become stronger: ("No Pain, no Gain")

## PERSPECTIVE DURING CHALLENGING TIMES

2

- The gift of perspective...ya gotta get it...ya gotta give it to others!
- When that time comes and you're feeling down about your "challenging situation", focus on "**Thinking Outside the Box SELF!**"
- Focus on making a difference in the lives around you and it will give you a whole new prospective on your life.

## THE ESSENCE OF TEAM... "THINKING OUTSIDE THE SELF" PERSONIFIED

- THE lesson learned from a dying teammate - "We ALL need each other."
  - Mutually beneficial relationships
  - Hangin' out with like-minded people - The "Home Team"
  - Working together to equip each other to impact the world
  - Accountability/Encouragement/Support Success is meant to be shared – it's fun!
  - Hanging around the batting cages or doing lunch, dinner...Camaraderie...one of the best places to learn great nuggets that could make or break a career; make or break someone "falling off the "ethical wagon"
- Long term success/significance It takes team Commitment & team Character

## NOT LIKE THE '86 METS!

- In the bottom of the ninth inning, two out, down by a run, with the bases loaded...
- Champions don't think about their own batting average...they think about the bigger prize...the team goal of winning the "World Series."
- Who are you focusing on?

## BE A LEADER OF WHAT IS RIGHT

- You must earn the right to become one.
- Actions speaker MUCH larger than words.
- First you must serve, only then, can you lead.

## TODAY, MORE THAN EVER, WE ALL NEED EACH OTHER.

- First, have a profound impact on the lives of those around you... the bottom line will then take care of it.
- "I can do things you cannot do, you can do things I cannot do, but together, we can do amazing things."  
Mother Teresa
- We, as individuals, collectively as a team, need to make a commitment, take action, be willing to pay the price and go that EXTRA Mile... **we must be more than just successful, we must be SIGNIFICANT.**
- Because...in times like these, TOUGH TIMES... We often overestimate what we can do by ourselves & underestimate what we can do as a team.



**THE SERVANT HEART**

- “Win, Win”- “You can have everything you want in life if you just help enough other people get what they want.” Zig Ziglar
- Martha's Story \$’s
- Tricia's Story
- It’s true, you can have everything...

**BE A “SEED PLANTER” ...**

- “Anyone can count the seeds in one apple, but no one can count the apples in just one seed.”
- It DOESN’T take that much...4 little words...to be a better team player, to develop a clearer lenses of perspective and empathy, and to step up to the plate in the Bottom of the 9<sup>th</sup> ...with integrity, success and significance.
- With these 4 little words, wouldn’t our work be more joyful, our families stronger, our communities more cooperative, our country less polarized, and a world of truth, honest, respect, and most of all, a respect and compassion for one another.

It is my desire to see each of you as individuals, and as a team, go forth from here with much success, but more importantly, with more SIGNIFICANCE.

In the words of ...“I don’t know what your destiny will be, but this I do know, those of us who seek and find how to serve others, those are the one’s of us who will truly be happy.”  
... Albert Switzer

And finally, as that midnight shift nurse challenged me 20 years ago...**BE THANKFUL FOR THE SHOES...**

Blue Feather Professional Speaker Management Company  
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