

The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE · WWW.OKETHICS.ORG

AGENDA • SEPTEMBER 26, 2013 • TULSA CHAPTER | UPCOMING EVENTS

I. Welcome

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

II. Kudos

- Flagships: Many thanks to American Fidelity Assurance Company, BVA, Chaparral, Devon Energy, Enterprise Holdings, Express Employment Professionals, Hobby Lobby, HighMount, Hyde & Company, Ideal Homes, Kimray, Inc., Nextep, Oklahoma Baptist University, Oklahoma Department of Commerce, Pelco Products, Rowland Group, SandRidge Energy, University of Central Oklahoma, Valir Health, and WPX Energy to be among the first of our major sponsors to renew their memberships for the new fiscal year beginning October 1!

New Members:

- **Horizon:** Rose State College
- **Leading:** Sandler Training - Mike Crandall
- **Frontier:** 1-BLAC Liberated Art Center Inc., Community Action Project, Central Oklahoma Humane Society, New View Oklahoma

III. Announcements

Membership Drive Begins
Goal is 1,000 members by October 31st!

Currently, we are at 936 individual members (709 in OKC and 227 in Tulsa) representing more than 200 companies.

(See page 4 for list of membership costs and benefits.)

IV. Upcoming Events

Lynn Flinn, Tulsa Founder, OK Ethics

V. Guiding Principle and Introduction

Michelle Francis, Stinnett and Associates

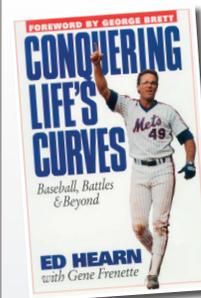
VI. Special Announcement and Speaker Introduction

Tracy Manly, University of Tulsa

VII. Keynote

Mick Ukleja, Co-author of The Ethics Challenge, Strengthening Your Integrity in a Greedy World

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



CONQUERING LIFE'S CURVES

Presented by **Ed Hearn, CSP**
World Series Champion
New York Mets, Kansas City Royals, Author – Conquering Life's Curves

Recommended for 1 CPE in Ethics at the basic level.

Thursday, October 24, 2013
11:30AM–1:00PM

The Doubletree Hotel
Downtown Tulsa

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

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 October 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 or call (918) 836-1900.
- In OKC, contact Lynda Mobley with Oklahoma Natural Gas at Lmobley@ong.com or call (405) 551-6774.

HELP WANTED

ARTISTS: Artists needed to provide designs that capture Oklahoma's character for OK Ethics' Tenth Anniversary commemorative items. (Medium is open, but sculptures preferred.) Refer candidates to Valerie Fried, OK Ethics Vice President of Organizational Spirituality & Fun: ValerieF@CapitolAbstract.com

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 home page to submit photographs. Questions about the project may be directed to Kellian Schneider at kellian@fullforcebusiness.com

PRINTING AGENDAS: We need a volunteer who can donate the paper and print agendas for the monthly meetings. Contact Lynn Flinn at 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 Shannon Warren at warrenokla@cox.net 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! 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.

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

REGISTRATION TEAM:

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

Alicia Goodloe	<i>Bama Companies</i>	<i>Registration</i>
Jan Laub	<i>Twin Foods</i>	<i>Registration</i>
David Christie	<i>Bama Companies</i>	<i>Registration & Treasury</i>
Michele Williams	<i>Community Volunteer</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>
John Stancavage	<i>The Tulsa World</i>	<i>Programs</i>
Nick Minden	<i>Darby</i>	<i>Programs</i>
Susan Pate	<i>Stinnett & Associates</i>	<i>Accountant</i>
Jalisha Petties	<i>OK Ethics (Staff)</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.

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.

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.

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.

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.)

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.

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.

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.

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.

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.

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.



INTEGRITY WINS: FACING "THE HERD"

Presented by

Mick Ukleja, Ph.D.

*Co-author of The Ethics Challenge:
Strengthening Your Integrity in a Greedy World*

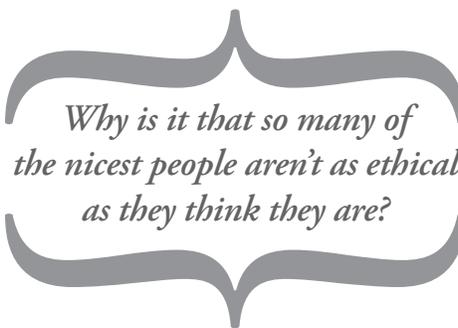
About Our Presenter

Mick Ukleja, co-author of The Ethics Challenge: Strengthening Your Integrity in a Greedy World will share insights that will help individuals move beyond compliance into a courageous leadership methods that transform organizations. His ideas have been praised by prominent leaders such as business guru Tom Peters who said, "Please read The Ethics Challenge. Please act on it. Your professional and family life alike literally depend on it."

Ken Blanchard said of the book: "When you read The Ethics Challenge, you'll see that ethics is alive and well in America. Bob and Mick have written an important book for today's leaders."

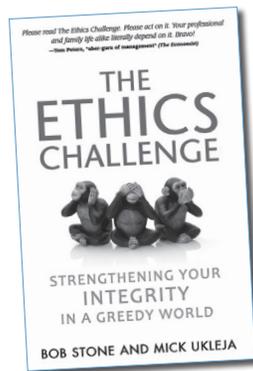
Mick is the founder and president of Leadershiptraq, a leadership consulting firm based in Southern California. Of particular interest to our university advisors is his role in founding the Ukleja Center for Ethical Leadership at California State University in Long Beach. He holds a B.A. in philosophy, a masters degree in Semitic languages and a Ph.D. in theology. His business experience combined with education has given him a fresh perspective on dealing with ethical issues.

His last book, Who are You and What Do You Want? Four Questions That Will Change Your Life, was praised by legendary coach



John Wooden. He has also written books about Managing the Millennials and has worked with a wide variety of clients such as Boeing and the Special Olympics.

Mick is Chairman of the Board of Trustees for the Astronauts Memorial Foundation at the Kennedy Space Center which oversees the center for space education. He has been featured on Fox News, CNN, Fox Business Network, NBC, and numerous publications.



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.

The Ethics Challenge:

Integrity Wins: Facing “The Herd”

Ever face being trampled by “The Herd” – those who don’t want to play by the rules and will run over anyone who gets in their way? Learn the key components of building emotional shields that will help strengthen your character in the face of ethical challenges:

E = Embrace your purpose

T = Test excuses

H = Harness your moods

I = Insist on integrity

C = Cultivate trust

S = Self-differentiate

I. Where We Are Today:

- Current Attitude of Americans
 - 75% - Feel Corporate Corruption On The Rise
 - 62% - Feel Corporate Corruption Is Epidemic
 - 20% - Trust The Banking System
- Public Attitudes toward Media are Declining
- Greater Distrust in Politics
- Recent Headlines: “Harvard Says 125 Students May Have Cheated on a Final Exam”

II. Ethical Knowledge*

- Ethical Knowledge: Codes, rules, knowing right from wrong
- Ethical Courage: Execution in the midst of pressure
- Ethical Conduct: Behavior that aligns with knowledge

*Dr. Ned Hill, Dean of Marriott School of Management, Brigham Young University

III. Ethics Is An Inside Job

- **Embrace A Purpose: Involves Obedience to the Unenforceable**

- **Test Your Excuses:**

<u>Ethics:</u> No Lying No Cheating No Stealing	<u>Conduct:</u> No Whining No Complaining No Excuses
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- **Harness Your Moods**

Self-Awareness:

The ability to read your own emotions and accurately assess your own personality.

Self-Management:

The ability to keep destructive emotions under control.

➤ **Insist on Integrity**

Do The Right Thing...
Do It Right...
Do It Right Now!

➤ **Cultivate Trust**

Trust equals=
Keeping simple agreements
Plus +
Doing No Harm

➤ **Self-Differentiate**

Maturity Equals...
The willingness to take responsibility for your own emotional being and destiny.

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