# The Oklahoma Business Ethics Consortium





BE THE DIFFERENCE, WWW.OKETHICS.ORG

# AGENDA • FEBRUARY 10<sup>TH</sup>, 2016 • OKCCHAPTER

#### I. Welcome

Oscar Womack

Principal & CEO, Coherent Contracts OK Ethics Board of Directors

#### II. Upcoming Events

Shannon Warren, Founder, OK Ethics

Advance reservations are required for all events. Visit okethics.org for more information!

#### Community Impact Awards

Application deadline is March 21. See okethics.org/awards to submit applications. Self-nominations accepted.

• OK Ethics Statewide Annual Awards

April 12, 2016

Rick Muncrief

President and CEO, WPX Energy

#### Peter Dobelbower

Vice President/General Counsel, Hobby Lobby

Early bird discounts – register before March 21

• Connections: Ethical Aspects of Relationship Building

March 3, 2016

Brent Douglas

President, GiAnt Partners

#### Jeremie Kubicek

Co-Founder, GiAnt Partners; Author, "5 Gears: How To Be Present and Productive When There Is Not Enough Time"

Connection. A simple word, but incredibly powerful. Great executives intuitively understand that the ability to connect – with employees, with coworkers, with customers - is incredibly powerful. What many may not realize is that the ability to connect is also a

keystone element of ethical behavior. In this presentation, Brent Douglas and Jeremie Kubicek of GiANT will discuss the power of connection as well as provide you with a great framework and tool for creating powerful connections with those around you.

#### • University of Oklahoma, Teacher's Workshop

Ethics for High School Students Preparation for Ethics Bowls

February 27, 2015

Volunteers needed—Refer Teachers You Know Program is recommended for 1 CPE in Ethics

#### III. Volunteer & Leading Member Appreciation

Tony A. Scott, Esq., CPA

Vice President, Heritage Trust OK Ethics Foundation, Vice President/Governance

- Video by Soul Pancake
- OKC Volunteer Recognition
- Leading Member Honors

#### IV. Introduction

Randy Thurman

Co-President, Retirement Investment Advisors OK Ethics Board of Directors

#### V. Keynote

#### Dr. Nathan Mellor

President, Strata Leadership

"Power of Positivity in Ethical Decision-Making"

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

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

### **UPCOMING EVENTS**







BRENT DOUGLAS
President, GiAnt Partners



#### JEREMIE KUBICEK

Co-Founder, GiAnt Partners; Author, "5 Gears: How To Be Present and Productive When There Is Not Enough Time"

Recommended for 1 CPE in Ethics

March 3rd

THE PETROLEUM CLUB
OKLAHOMA CITY







Executive Pilot Award honoree PETER M. DOBELBOWER General Counsel, Vice President, Legal – Hobby Lobby

STAR MEMBERS

#### **PINNACLE MEMBERS**











#### **NAVIGATOR MEMBERS**









pwc



















# **HORIZON MEMBERS**





























# **LEADING MEMBER HONORS**





































































## **VOLUNTEER APPRECIATION**

OK Ethics primarily relies on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. Many have supported us for several years. Usually, we refer attendees to the agenda for a list of names, but this time, we want these dedicated leaders to receive special recognition. Please come forward as we call your name.

As Oklahoma faces some cloudy days ahead, we wanted to present our friends\* with a token that symbolizes our volunteers' perseverance – through good times and bad.

"The friend in my adversity I shall always treasure most. I can better trust those who helped to relieve the gloom of my dark hours than those who are ready to enjoy with me the sunshine of my prosperity." — Ulysses S. Grant

#### Collectively, the volunteers listed below have donated over 1000 hours to serve OK Ethics.

\*Volunteers and service providers must have assisted at least three or more meetings or conducted special projects requiring a donation of several hours during the past fiscal year. OK Ethics Board members will be honored at the Annual Awards program in April.

| Susan Pate                              | Stinnett & Associates         | Accountant                             |
|---|-------------------------------|--|
| Ericka Mason                            | Metro Technology Centers      | Agendas                                |
| Trish Potter                            | -,                            |  |
| 111011111111111111111111111111111111111 | Metro Technology Centers      | Agendas                                |
| Bertha Robinson                         | Metro Technology Centers      | Agendas                                |
| Sally Boyd                              | Walter Duncan, Inc.           | Ambassador Team                        |
| John Burnett                            | Kimray                        | Ambassador Team                        |
| Thad Chance                             | Accounting Principals         | Ambassador Team                        |
| Laina Davidson                          | TriStar Pension               | Ambassador Team                        |
| Randy Hearn                             | New View                      | Ambassador Team                        |
| Valorie Hodges                          | Valir                         | Ambassador Team                        |
| Breanne Mollman                         | TriStar Pension               | Ambassador Team                        |
| Ericka Moore                            | Chesapeake Energy             | Ambassador Team                        |
| Rachel Olsen                            | Devon Energy                  | Ambassador Team                        |
| Eric Parrow                             | Kimray                        | Ambassador Team                        |
| Bobby Redinger                          |                               | Ambassador Team                        |
| Bill Turner                             | Valir                         | Ambassador Team                        |
| Nancy Hyde                              | Hyde and Company              | Ambassador (Executive Team)            |
| Jamie O'Brien                           | Strata Leadership             | Logistics Chair                        |
| Anna Rosenthal                          | Accounting Principals         | Member Care Assistant                  |
| Jodi Shumway                            | Accounting Principals         | Member Care Assistant                  |
| Jalisha Petties                         | Accounting Principals         | Member Care Coordinator                |
| Mark Nance                              | American Fidelity Assurance   | Membership Chair                       |
| Debbie Gardner                          | Accel Financial               | Member Recruitment                     |
| Kitt Lechter                            | Better Business Bureau        | Member Recruitment                     |
| Melanie Thompson-Stillinger             | Principal Technologies        | Member Recruitment                     |
| Mark Neumeister                         | D.R. Payne & Associates, Inc. | Registration Chairman                  |
| Marvinette Ponder                       | Devon Energy                  | Registration - Prepaid (Chairperson)   |
| Brandy Weldon                           | SandRidge Energy              | Pre-Paid registration                  |
| Lucius Crandall                         | SandRidge Energy              | Registration                           |
| Mary Kay Huggard                        | Principal Technologies        | Registration                           |
| Rachel Olsen                            | Devon Energy                  | Registration                           |
| Amanda Smith                            | Devon Energy                  | Registration                           |
| Mary Vaughn                             | Mary A Vaughn CPA             | Registration                           |
| Kendra Wenzel                           | Devon Energy                  | Registration                           |
| Shad Glass                              | Kimray, Inc                   | Selection Team                         |
| Lyn Watson                              | Principal Technologies        | Strategic Planning Leader (Foundation) |
| Philip Grimes                           | The Creative Guy              | Graphic Design/Website/Agendas         |
| Interested in consinue Disc             |                               |  |

#### Interested in serving? Please contact the people in charge:

- Mark Neumeister Registration Chairman; moneumeister@drpayne.com
- Marvinette Ponder Registration Chairperson (Prepaid); marvinette.ponder@dvn.com
- Daniel Yunker Ambassador Team Leader (OK Ethics Board); dyunker@kimray.com

**Welcome Jodi Shumway!** She will be job sharing with Anna and Jalisha to assist our members.



# **About the Community Impact Awards**

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

Visit www.okethics.org/awards for more information and to submit applications.

AWARD APPLICATIONS DUE BY MARCH 21.
SELF-NOMINATIONS ACCEPTED.

# **UPCOMING EVENTS**

# UNIVERSITY OF OKLAHOMA TEACHER'S WORKSHOP

www.OKEthicsBowl.com

#### At this workshop teachers will learn to:

- Energize students to embrace good character
- Proactively impact the conversation on your campus
- · Develop and coach a winning Ethics Bowl Team

# Have questions or want to volunteer?

Contact Colin Schoonover, Co-President, OK Ethics Foundation at Colin.Schoonover@onegas.com.

Feb. 27<sup>th</sup> UNIVERSITY OF OKLAHOMA 605 DALE HALL TOWER

# CONNECTIONS: ETHICAL ASPECTS OF RELATIONSHIP BUILDING





# **BRENT DOUGLAS**

**President, GiAnt Partners** 



#### JEREMIE KUBICEK

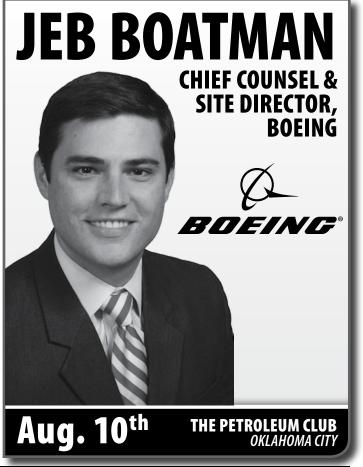
Co-Founder, GiAnt Partners; Author, "5 Gears: How To Be Present and Productive When There Is Not Enough Time"

Recommended for 1 CPE in Ethics

Mar. 3rd

THE PETROLEUM CLUB





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

POSITIVITY & ETHICAL DECISION-MAKING

**DR. NATHAN MELLOR**CEO OF STRATA LEADERSHIP

#### ABOUT OUR PRESENTER: \_

r. Nathan Mellor serves as CEO of Strata Leadership and Principal Technologies, Inc., based in Oklahoma City, Oklahoma.

Nathan holds the Bachelor of Arts and the Master of Science in Education degrees from Harding University where he was named Student Association President and Graduate Assistant to the President. He earned the Master of Dispute Resolution degree from the Pepperdine University School of Law – Straus Institute for Dispute Resolution, where he was named a Straus Fellow and the Doctor of Education in Organizational Leadership degree from Pepperdine University where he was a Colleagues Grant recipient.

Dr. Mellor has consulted, trained, and lectured throughout America and abroad, a sampling of recent clients include: AAR Corporation, American Airlines, ArcBest Corporation, Bob Moore Auto Group, CoorsTek, Devon Energy, Direct Energy, Kansas Aviation, Kimray Inc., Locke Supply and SandRidge Energy.

Dr. Mellor has also worked with numerous nonprofits and governmental agencies including: Alaska Dept. of Legislative Audit, Boulder County Sheriff's Department, City of Boulder, Mississippi Department of Human Services, Mobile County Probate Court, Oklahoma City Police Department, Oklahoma Health Care Authority, Oklahoma Department of Human Services, ResCare,

Texas Department of Agriculture, Texas Juvenile Justice Association, U.S. Food and Drug Administration, Variety Care, Virginia Department of Social Services, and many others.

In pursuit of education, humanitarian, and religious interests he has studied or taught in Australia, Belize, China, England, Guyana, Israel, Jordan, Mexico, Russia, and Rwanda.

Dr. Mellor has nearly 15 years experience teaching undergraduate and graduate courses at Baker College, Pepperdine University, and Oklahoma Christian University. He is currently an adjunct professor at Oklahoma Baptist University in the Master of Business Administration program.

Leadership programs co-developed by Dr. Mellor, including Peace Through Business Rwanda and Four Star Debate with General Tommy Franks, have been highlighted on CNN Inside Africa, FOX News, and FOX Radio. He is also the co-founder of the Presidential Leadership Institute hosted on the campus of York College and in collaboration with the Eisenhower Presidential Museum and Library.

Nathan and his wife Christie were married in 1997 and have two daughters. You can read monthly articles by Dr. Mellor in the Character Core Magazine or watch his TEDx talk found on the Strata Leadership website.

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





#### **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 C3 CONCEPT



#### C1 + C2 = C3

**C1: CHARACTER** describes the mental model used to determine one's actions. In organizations, it includes the cultural norms and values that guide decision-making.

**C2: COMPETENCE** describes the knowledge and ability needed to do something well measured against a common standard. It is the ability to solve technical problems.

**C3: CONSISTENCY** is the ability to produce the same results over an extended period of time, which increases trust. This requires a culture of character and competence.

#### What is Positive Pyschology?

- The concept of Positive Psychology has become increasingly influential in the past two decades. The emphasis on the concept is largely attributed to Martin Seligman who chose it as the theme of his term as president of the American Psychological Association in 1998.
- According to the Positive Psychology Institute, "Positive Psychology is the scientific study of human flourishing, and an applied approach to optimal functioning. It has also been defined as the study of the strengths and virtues that enable individuals, communities and organizations to thrive."

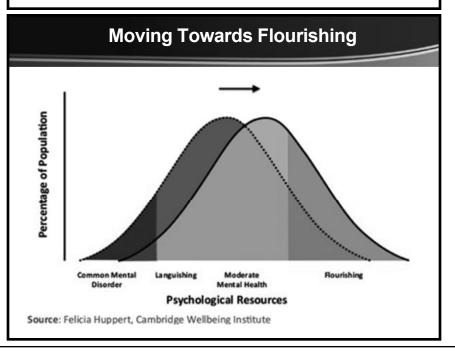
#### What is Positive Pyschology?

- Positive Psychology suggests the field of psychology should not be limited to healing pathology but should include a scientific approach to considering the factors that contribute to a "life worth living."
- Positive Psychology has expanded the mission of the field of psychology and the research that has emerged provides insights into what allows people to enjoy pursue greater happiness in life.
- Positive Psychology is not "Happyology" as it does not just seek a pleasant life or more positive emotion. It is the pursuit of a good and meaningful life.

#### What is Positive Psychology?

According to Martin Seligman's 2004 TED Talk, "The New Era in Positive Psychology", Positive Psychology should be:

- 1. as concerned with strengths as weakness
- 2. as interested in building the best things in life as in repairing the worst
- 3. as concerned with making the lives of normal people fulfilling and with nurturing high talent as with healing pathology.



#### What is Positivity?

Positivity is defined as "maintaining a good attitude, even when faced with difficulty."

#### Why is Positivity Important to Ethical Decision Making?

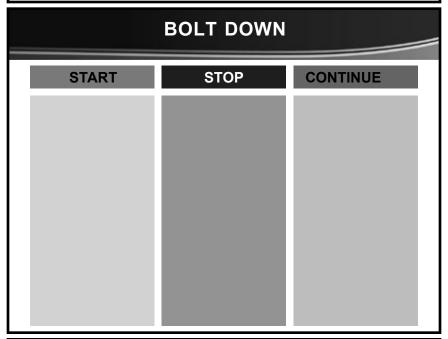
- According to the Gallup's, State of the American Workplace, 2013:
- My supervisor ignores me: <u>57%</u> Not Engaged, <u>40%</u> Actively Disengaged, <u>2%</u> Engaged
- My supervisor focuses on my weaknesses or negative characteristics: <u>33%</u> Not Engaged, <u>22%Actively Disengaged</u>, <u>45% Engaged</u>.
- My supervisor focuses on my strengths or positive characteristics: 38% Not Engaged,
   1% Actively Disengaged, 61% Engaged.

# Approaches for Staying Positive in the Face of Adversity

- See the big picture (don't have tunnel vision).
- Be intentional (protect your brain).
- Stay connected to what matters most (contribute to the well-being of others).

#### Practical Tools for Dealing with Negativity in the Workplace

- Express Gratitude (Be specific).
- Focus on Strengths (Consider what is working).
- Set Goals (Continual and Terminal).
- · Stay Connected.





# **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

# integrity

- · Encouraging the promotion of actions and
- Sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

#### **Collaboration**

- Passion for promoting ethics and Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- ethical behavior through personal 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.

