

The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE • WWW.OKETHICS.ORG

AGENDA • JANUARY 13TH, 2016 • OKC CHAPTER

I. Welcome

Todd Lisle

Partner, BKD LLP;

Chairman, OK Ethics Board of Directors

II. Guiding Principle

Oscar Womack, CEO, Coherent Contracts LLC; OK Ethics Board of Directors

III. Upcoming Events

Shannon Warren, Founder, OK Ethics

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

• University of Oklahoma, Teacher's Workshop

Ethics for High School Students
Preparation for Ethics Bowls

February 27, 2015

Volunteers needed—Refer Teachers You Know

• Positivity & Ethical Decision-Making

February 10, 2016—OKC

February 25, 2016—Tulsa

Dr. Nathan Mellor

CEO, Strata Leadership

- What is positivity—practical business definition
- Why positivity is important to ethical decision-making
- Approaches for staying positive in the face of adversity
- Practical tools for dealing with negativity in the workplace

Program is recommended for 1 CPE in Ethics

• 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.

Program is recommended for 1 CPE in Ethics

IV. Ethics: Happiness & Economic Prosperity

Moderator:

Scott Meacham, I2E

Panelists:

Dr. Steven Agee

Oklahoma City University

Dr. Harvey James

University of Missouri

Dr. Katherine Terrell

University of Central Oklahoma

(See extended bios and program notes on pages 4–12.)

UPCOMING EVENTS

POSITIVITY & ETHICAL DECISION-MAKING

DR. NATHAN MELLOR
CEO OF STRATA LEADERSHIP

Recommended
for 1 CPE in Ethics



Feb. 10th THE PETROLEUM CLUB
OKLAHOMA CITY

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
OKLAHOMA CITY

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



STAR MEMBERS



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:

AGENDAS:

Many thanks to the volunteers from **Metro Technology Centers** who provide our monthly agendas.

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.

Thad Chance	<i>Accounting Principals</i>	<i>Team 1 Leader</i>
Sally Boyd	<i>Walter Duncan, Inc.</i>	<i>Ambassador</i>
Emily Conrad	<i>Kimray Inc.</i>	<i>Ambassador</i>
Connie Root	<i>Comtech</i>	<i>Ambassador</i>
Nancy Hyde, CPA, CVA	<i>Hyde & Company</i>	<i>Executive Ambassador</i>
Tony Scott	<i>Heritage Trust</i>	<i>Executive Ambassador</i>
Bob Byrne	<i>OK Ethics Board</i>	<i>Chief Diplomat</i>

REGISTRATION TEAM:

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

Mark Neumeister, CPA	<i>D. R. Payne and Associates</i>	<i>Registration Chairperson</i>
Mary Vaughn, CPA	<i>JMA Energy</i>	<i>Cash & Visitors</i>
Marvinette Ponder	<i>Devon Energy</i>	<i>Prepaid Registration Chairperson</i>
Aleena Chaudry	<i>Devon Energy</i>	<i>Prepaid Registration</i>
Lucius Crandall	<i>SandRidge Energy</i>	<i>Prepaid Registration</i>
Kendra Wenzel	<i>Devon Energy</i>	<i>Prepaid Registration</i>

SPECIAL INITIATIVES:

Mark Nance	<i>American Fidelity Assurance</i>	<i>Membership Chair</i>
Susan Pate	<i>Stinnett & Associates</i>	<i>Accountant</i>

OTHER INITIATIVES:

Carly Farris*	<i>Accounting Principals</i>	<i>OK Ethics Member Care Coordinators</i>
Jalisha Petties*		
Anna Rosenthal*		
Dallas Bodin*	<i>Prime Visual Media Video Production</i>	<i>Videographer</i>
Factor 110*		<i>Name Tags and Guest Services</i>
The Creative Guy*		<i>Agenda Design</i>

*Paid Service Provider

HELP WANTED: Volunteers to assist the Ambassador Team.

Please contact Daniel Yunker at dyunker@kimray.com.

HELP WANTED: CPA to donate approximately two hours per month reconciling OK Ethics' accounts through QuickBooks.

Contact Shannon Warren at warrenokla@cox.net or call (405) 858-2233.

MANY THANKS TO OUR HORIZON MEMBERS:



UPCOMING EVENTS

POSITIVITY & ETHICAL DECISION-MAKING

DR. NATHAN MELLOR
CEO OF STRATA LEADERSHIP

*Recommended
for 1 CPE in Ethics*



Feb. 10th THE PETROLEUM CLUB
OKLAHOMA CITY

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. 27th UNIVERSITY OF OKLAHOMA
605 DALE HALL TOWER

CONNECTIONS: ETHICAL ASPECTS OF RELATIONSHIP BUILDING



BRENT DOUGLAS

President, GiAnt Partners



JEREMIE KUBICEK

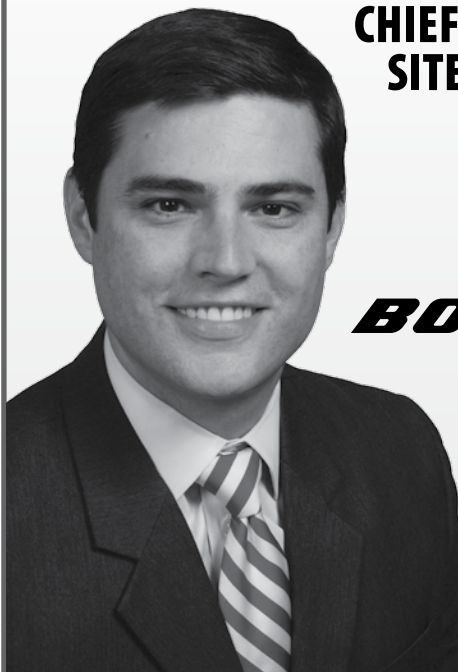
Co-Founder, GiAnt Partners; Author,
"5 Gears: How To Be Present and Productive
When There Is Not Enough Time"

Recommended for 1 CPE in Ethics

Mar. 3rd THE PETROLEUM CLUB
OKLAHOMA CITY

JEB BOATMAN

CHIEF COUNSEL &
SITE DIRECTOR,
BOEING



Aug. 10th THE PETROLEUM CLUB
OKLAHOMA CITY

ETHICS:

IMPACT ON HAPPINESS & ECONOMIC PROSPERITY



Moderator



As President and CEO, **Scott Meacham** leads i2E's efforts to create jobs in Oklahoma through the development of and investment in small businesses with the potential for growth. Scott also serves as an advisory director and banking and financial institutions practice group chair for the Crowe & Dunlevy law firm. He served as the 17th State Treasurer of Oklahoma, an office he held from June 2005 until January 2011.

In addition to his duties as State Treasurer, Scott served on the governor's cabinet as Secretary for Finance and Revenue from January 2003 until January 2011. In this capacity, he was the governor's primary financial, budget and economic advisor and served as the governor's chief negotiator on budget, legislative, tribal and other matters.

Panelists



Katherine P. Terrell, MBA, Ed.D., CPA is a Professor of Accounting and Chairperson of the Accounting Department at the University of Central Oklahoma, primarily teaching in the area of Intermediate Accounting. Dr. Terrell is an author of numerous textbooks, ancillaries, and journal articles in the areas of financial managerial accounting and fraud. Dr. Terrell has participated in the Oklahoma Business Ethics Consortium activities since 2004 and the UCO-Ethics club became a student chapter of OKEthics in 2005. She has been working with the Oklahoma Student Ethics Challenges since 2006 and she took the first Oklahoma team to the Texas Regional Ethics Bowl in 2009. The UCO Ethics team advanced to the National Ethics Bowl in 2014.



Dr. Harvey James has researched these questions and will provide findings about the happiness that people with strong principles may feel. As Director of Graduate Studies in the Department of Agricultural and Applied Economics at the University of Missouri, in Columbia, Missouri. Dr. James is also editor-in-chief of the journal Agriculture and Human Values and a member of the editorial board at Business Ethics Quarterly. He holds a BA in economics and an MS in sociology from Brigham Young University, and an MA and PhD in economics from Washington University in St. Louis.

Dr. James has published more than 70 academic articles and book chapters. These include New Ideas in Contracting and Organizational Economics Research explores emerging research on business organization. He also co-authored the

book, When Businesses Cross International Borders: Strategic Alliances and Their Alternatives (with Murray Weidenbaum, former chairman of the Council of Economic Advisors under U.S. President Ronald Reagan). Dr. James is a member of the American Economic Association; the Agricultural and Applied Economics Association; the Association for Social Economics; the Agriculture, Food and Human Values Society; and the Society for Business Ethics.



Dr. Steven C. Agee is Dean of the Meinders School of Business at Oklahoma City University. He is an economist specializing in oil and natural gas exploration and production, electric power generation, energy policy, banking, monetary policy, and macroeconomic theory. Having served in the private sector for thirty years as Founder, President and COO of oil and natural gas exploration and production companies, Dr. Agee has the unique combination of academic and private industry experience to administer, teach, design and implement new programs and speaker's series in the energy field. In addition, having served six years (2006-2011) on the Board of the Federal Reserve Bank of Kansas City, Oklahoma City Branch, the last three as its Chairman, Dr. Agee has enormous contacts and resources in the banking industry, and has taught Money & Banking at Oklahoma City University.

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.

I. Introductions

A. Scott Meacham

B. Dr. Kathy Terrell

C. Dr. Harvey James

D. Dr. Steven Agee

II. Does ethics matter?

What does ethics mean from a personal standpoint?

A. Dr. James:

Are ethical people happier than those who are not?

- Peace, greater satisfaction experienced by principled people.
- Extensive literature on happiness (e.g., income, marriage, health, economic pressures, religiosity, etc, matter)
- 2011 study using 2005/2006 data from USA, Canada, Mexico, Brazil
- “Ethical” measured by acceptance of unethical behaviors (e.g., cheating on taxes, accepting a bribe, inappropriately claiming gov’t benefits, avoiding transportation fare)
- Ethics matters—positive relationship between ethical judgements and happiness, with effect comparable to improvement in income
- Not a bicausal relationship—ethics => happiness but not vice versa

B. Dr. Terrell:

See graphs on pages 6-12.

C. Dr. Agee: “Real Life Stories”

Facing and learning from actual examples in the workplace

III. Ethics from a global perspective:

A. Dr. Agee:

Positive examples of businesses dealing with corruption in overseas markets

B. Dr. James:

- Economic growth and development
- Connection with trust, especially generalized trust
- Costs of corruption

C. Dr. Terrell:

- Fraud and economic impact

IV. Ethics: a matter of inconvenience?

Does ethics get tossed when times are bad?

A. Dr. James:

Psychological versus material well-being (e.g., guilt and shame)

- Rationalization
- Economic pressures and personal ethics
- When everybody is doing it (note distinction between harmful and unlawful actions)
- Individual happiness and success linkages

B. Dr. Terrell:

- Temptations – who is most likely to commit an ethical breach?

C. Dr. Agee:

- “The Bagel Man” from *Freakonomics*
- “The Ring of Gyges” from Plato’s *Republic*

V. Practical tools for promoting ethics within the organization?

What can individuals do to promote integrity at work?

A. Dr. Terrell:

Communication; be inclusive and bring everyone into the conversation about ethics; Speak up and issue red/yellow flags when become aware of potential issues.

B. Dr. Agee:

Transparency and courage; don’t let the “cancer” spread

C. Dr. James:

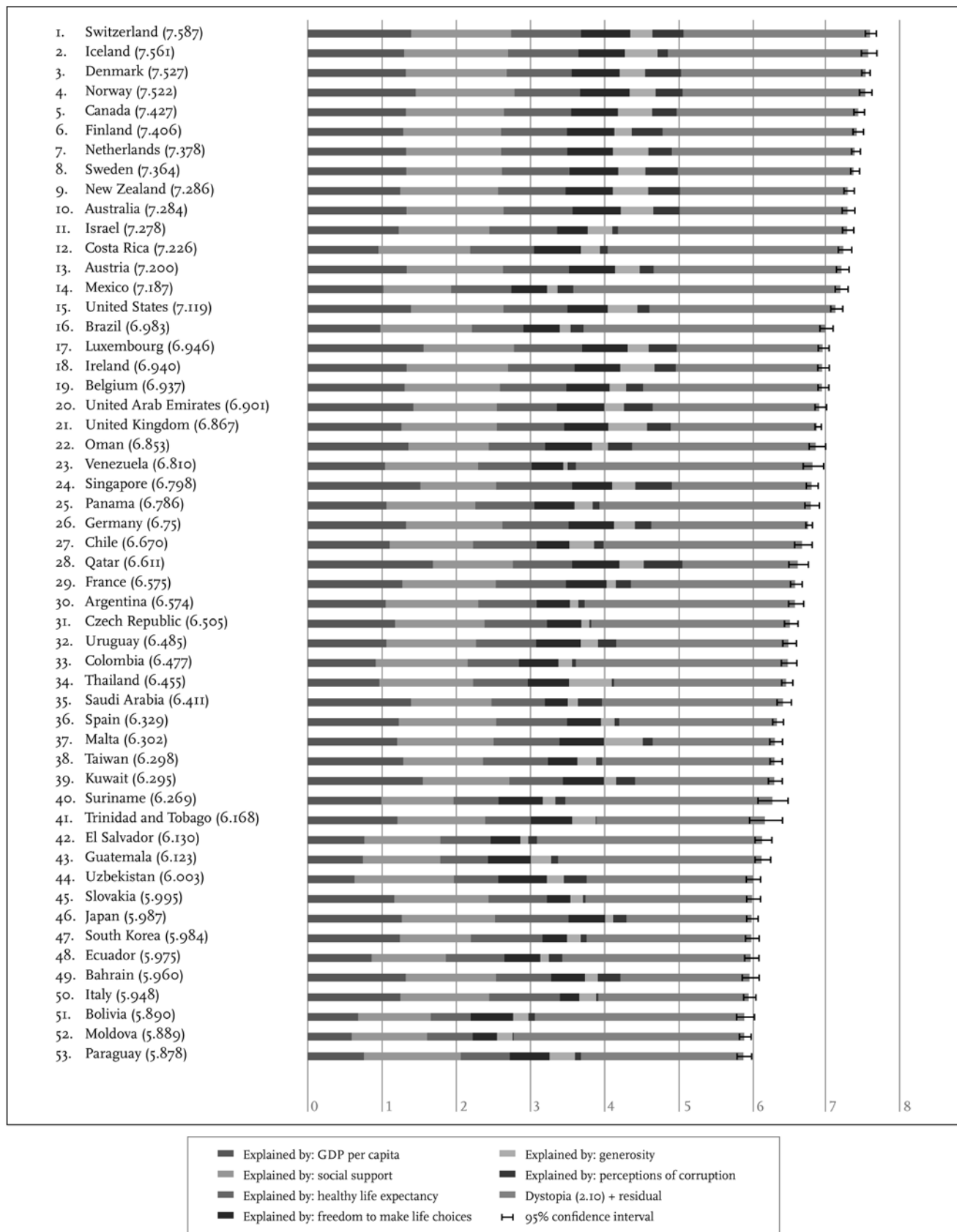
Dealing with pressure

The Geography of Happiness

Source: World Happiness Report 2015: Can be downloaded for free at <http://worldhappiness.report/wp-content/uploads/sites/2/2015/04/WHR15.pdf>

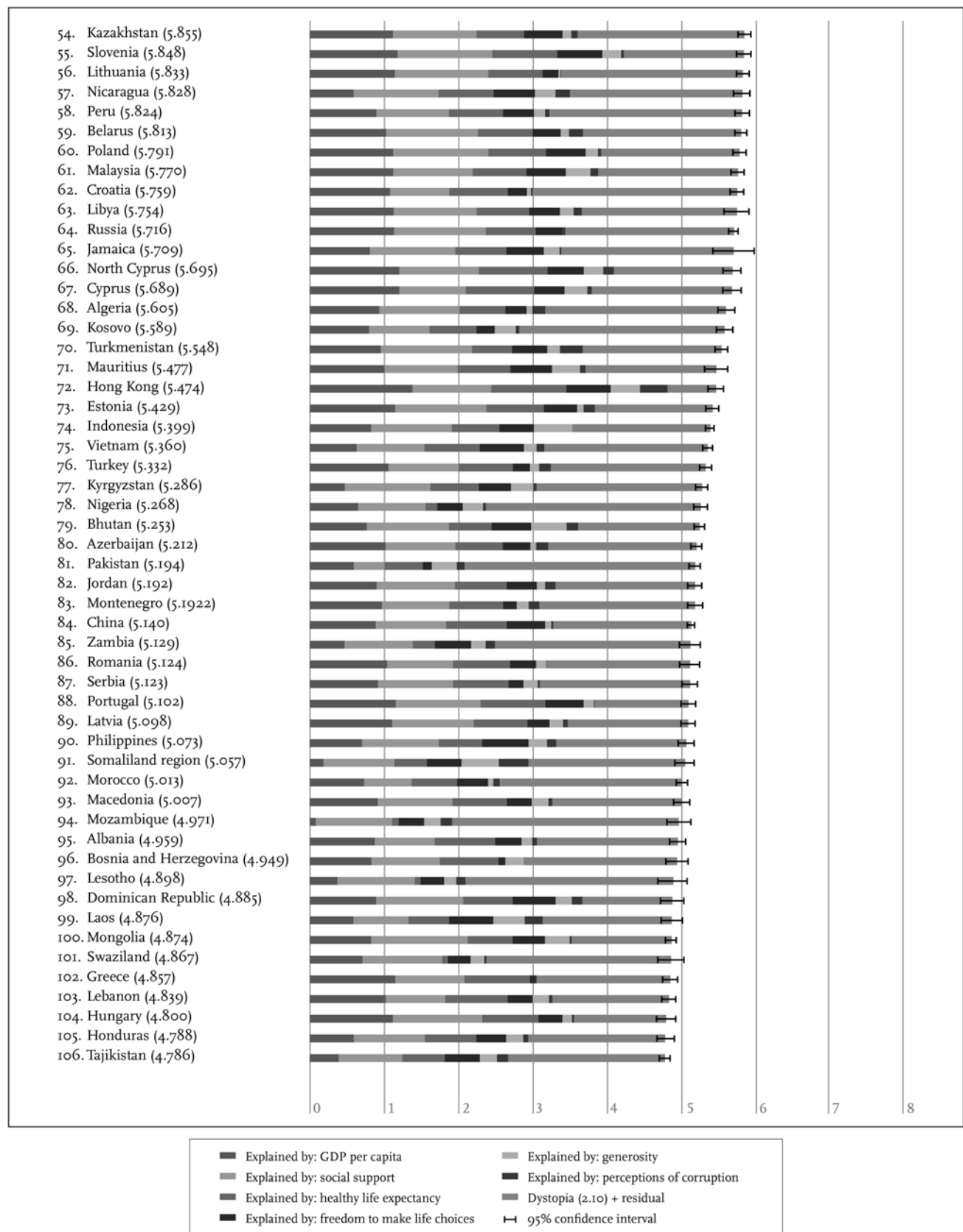


Ranking of Happiness 2012-2014 (Part 1)



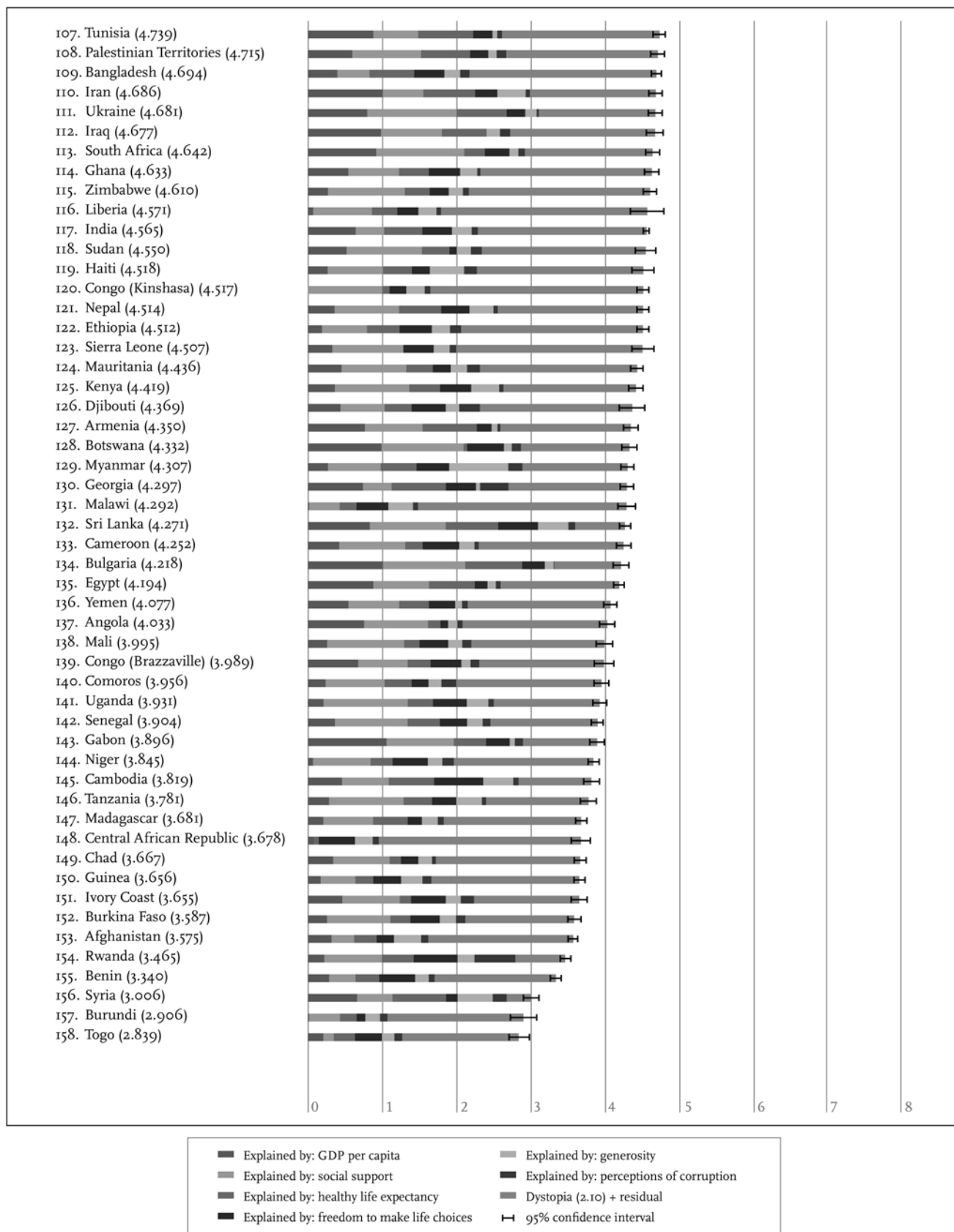
Source: World Happiness Report 2015: Can be downloaded for free at <http://worldhappiness.report/wp-content/uploads/sites/2/2015/04/WHR15.pdf>

Ranking of Happiness 2012-2014 (Part 2)



Source: World Happiness Report 2015: Can be downloaded for free at <http://worldhappiness.report/wp-content/uploads/sites/2/2015/04/WHR15.pdf>

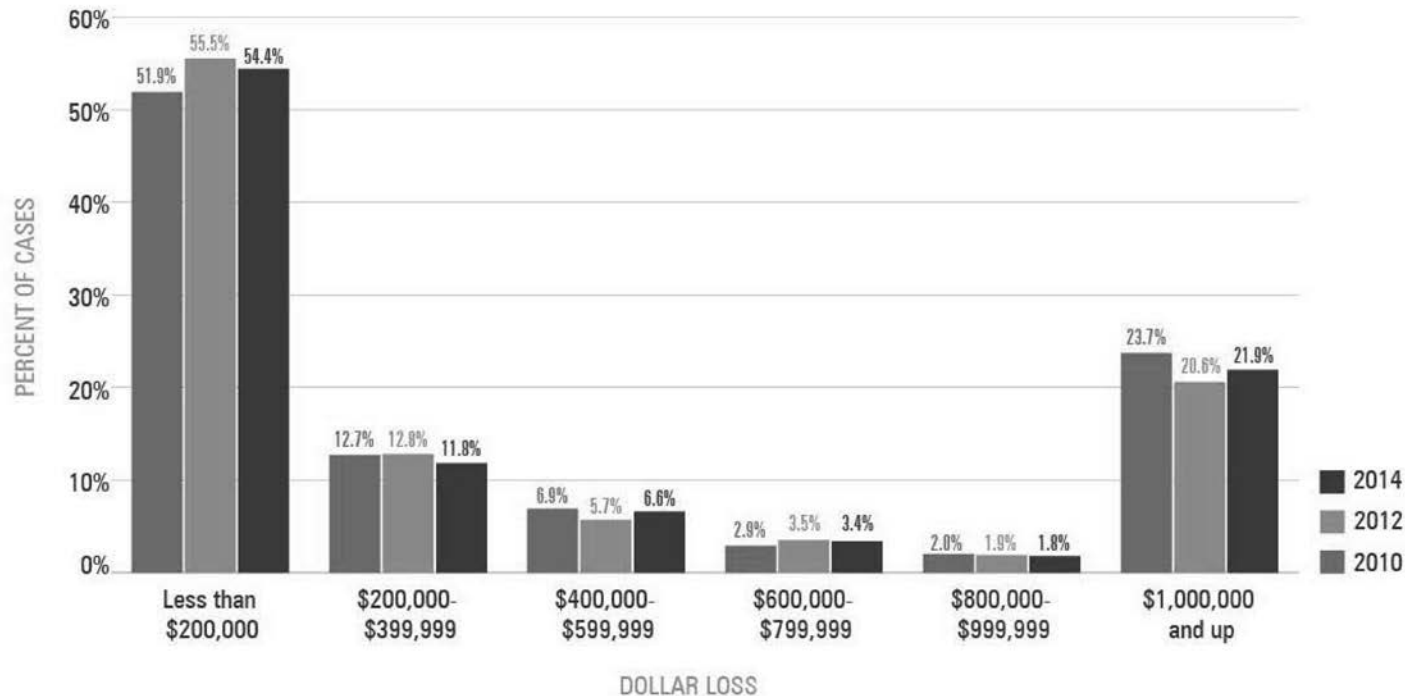
Ranking of Happiness 2012-2014 (Part 3)



Source: World Happiness Report 2015: Can be downloaded for free at <http://worldhappiness.report/wp-content/uploads/sites/2/2015/04/WHR15.pdf>

Cost of occupational fraud:

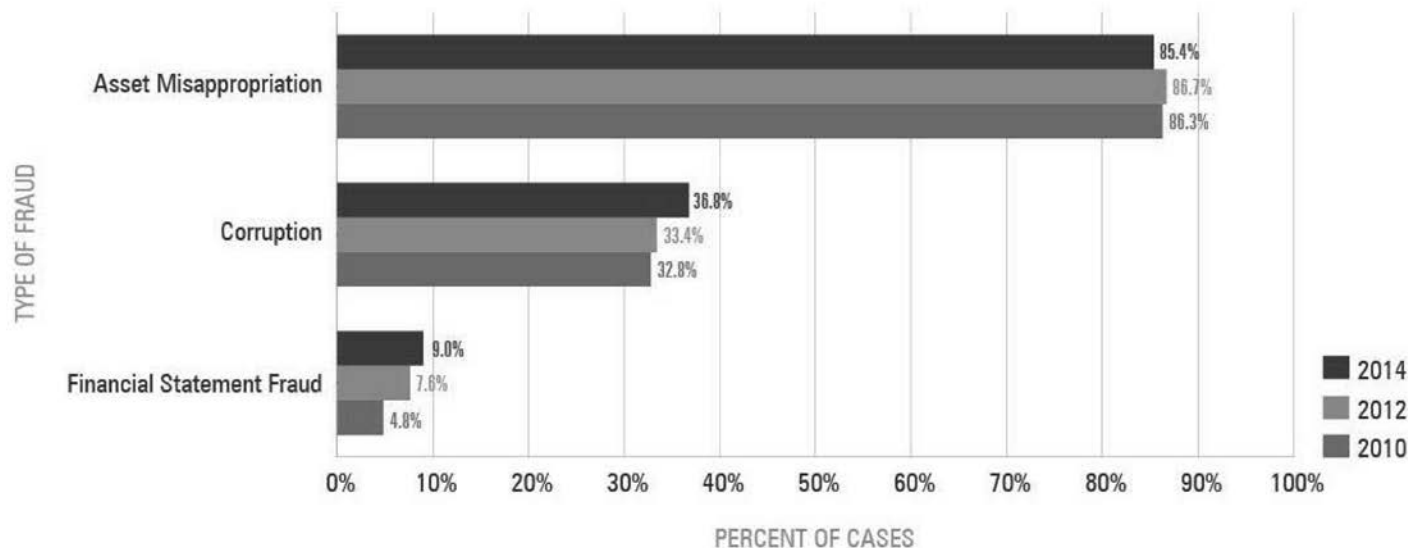
Figure 2: Distribution of Dollar Losses



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How fraud is committed:

Figure 4: Occupational Frauds by Category — Frequency

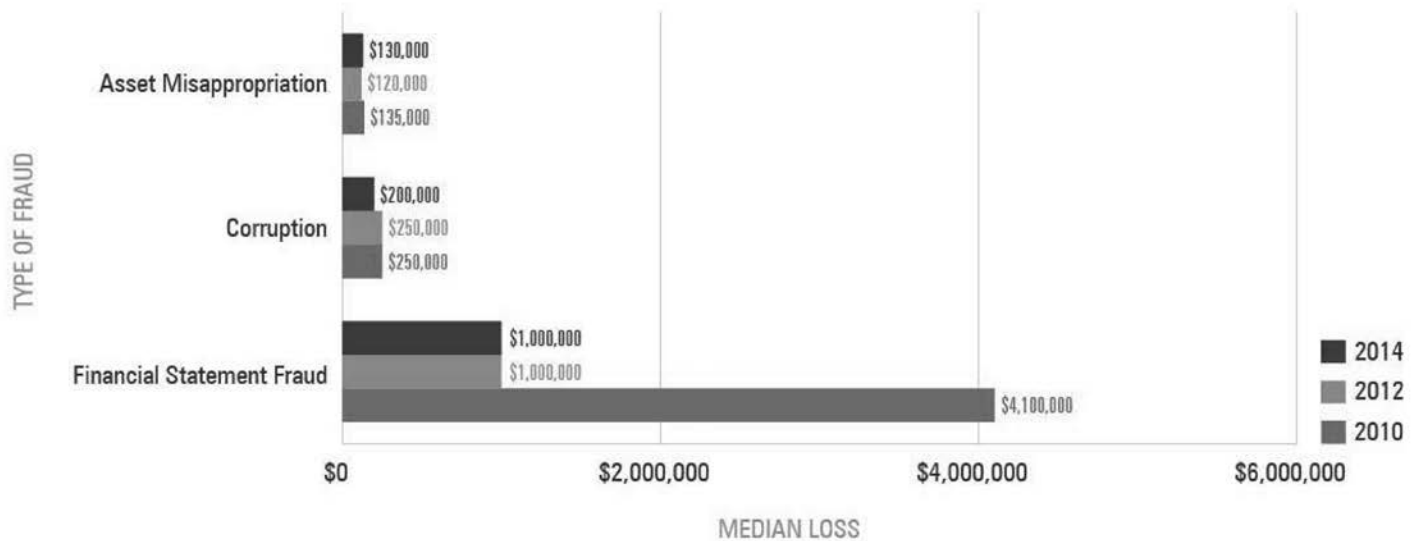


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Source: Report to the Nations on Occupational Fraud & Abuse (2014); Prepared by the Association of Certified Fraud Examiners.
Full report and powerpoints available at <http://www.acfe.com/rtnn.aspx>

Continued...

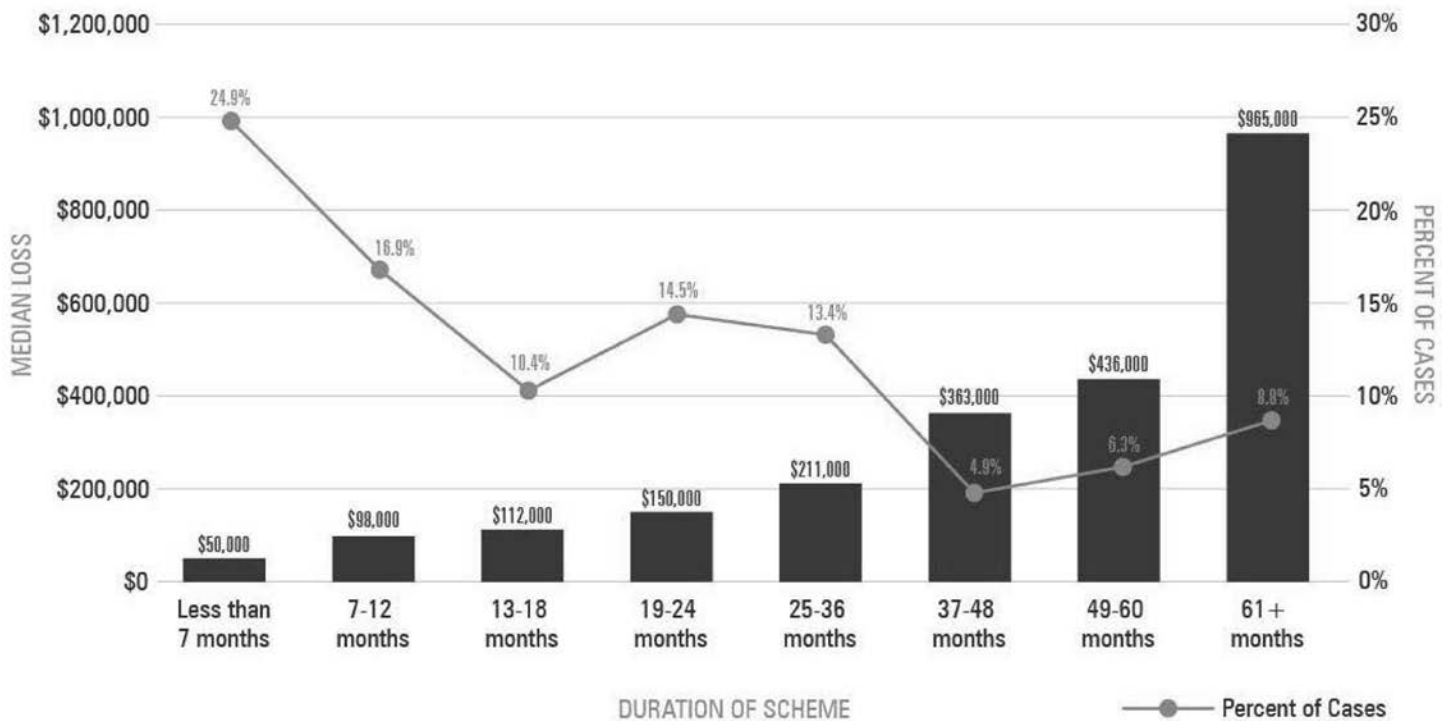
Figure 5: Occupational Frauds by Category — Median Loss



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Duration

Figure 9: Frequency and Median Loss Based on Duration of Fraud

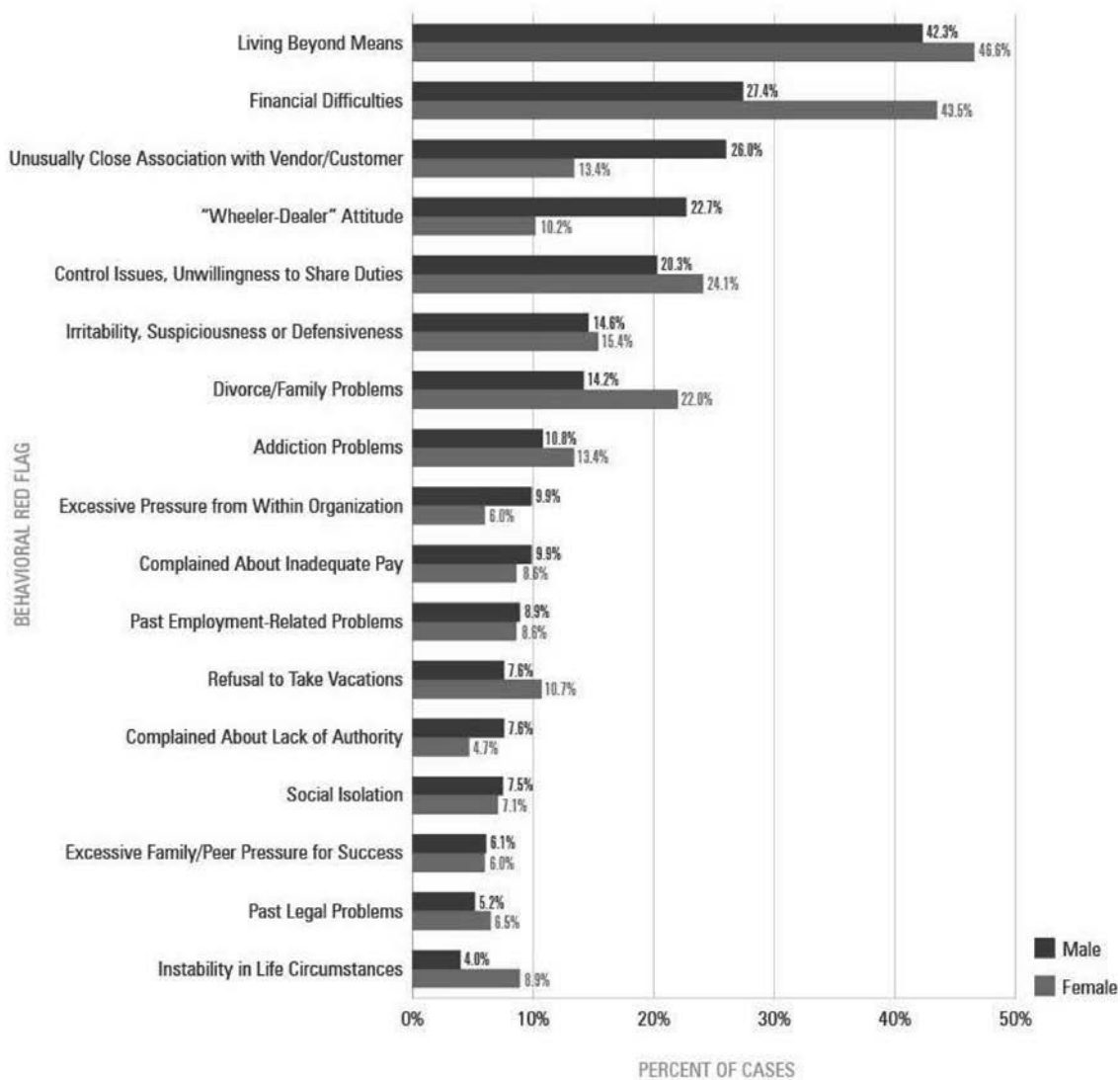


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Source: Report to the Nations on Occupational Fraud & Abuse (2014); Prepared by the Association of Certified Fraud Examiners.
Full report and powerpoints available at <http://www.acfe.com/rtn.aspx>

Cost of occupational fraud:

Figure 74: Behavioral Red Flags Based on Gender



Source: Report to the Nations on Occupational Fraud & Abuse (2014); Prepared by the Association of Certified Fraud Examiners.
Full report and powerpoints available at <http://www.acfe.com/rtn.aspx>

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.***

