

The Oklahoma Business Ethics Consortium



BE THE DIFFERENCE • WWW.OKETHICS.ORG

AGENDA • AUGUST 20TH, 2015 • TULSA CHAPTER

I. Welcome & Kudos

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

II. Upcoming Events

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

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

III. Membership Drive Underway

James Kelley, The Rowland Group; Membership Chair, OK Ethics

New fiscal year starts October 1. Join our pacesetters who have already committed to renewing their membership for 2015-16. Thanks to Chesapeake, Devon, Hobby Lobby, SandRidge, American Fidelity and many others who are making the pledge to promote Oklahoma values of integrity at work!

Must join by October 2 to be included in annual Membership Guide.

IV. Guiding Principle & Introduction

Rocky Goins, Enlivant

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.

Please refer to page 5 for a complete description of OK Ethics' Guiding Principles.

VI. Keynote

**"New Generation Ethics:
Naval Leadership Lessons"**

CDR Arthur Gibb, III, USN, PH.D.

*Permanent Military Professor and Chair
Leader Development and Research Department
United States Naval Academy*

UPCOMING EVENTS

J. D. TAYLOR
Business Consultant

MANIPULATION: TIPS TO STOP GETTING TRICKED

OKC Chapter:
September 9th
The Petroleum Club
Oklahoma City

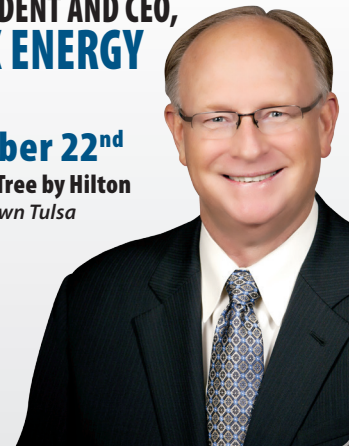
Tulsa Chapter:
September 10th
DoubleTree by Hilton
Downtown Tulsa

Recommended for 1 CPE in Ethics

RICK MUNCRIEF

**PRESIDENT AND CEO,
WPX ENERGY**

October 22nd
DoubleTree by Hilton
Downtown Tulsa



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

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

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

PINNACLE MEMBERS



NAVIGATOR MEMBERS



MEDIA ALLIES



STAR MEMBERS



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

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:

We need help from individuals willing to print future agendas. Please contact Lynn Flinn at lynn@rowland-group.com

VOLUNTEERS-AMBASSADOR TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags.

Karie Mullins	<i>NORDAM</i>	<i>Chief Ambassador</i>
Mark Belanger	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Perry Henson	<i>The Rowland Group</i>	<i>Ambassador</i>
Colin Schoonover	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Brian Shore	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Laurie Rosenbaum	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Rex Wilson	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Trey Bowen	<i>The Rowland Group</i>	<i>Ambassador</i>

VOLUNTEERS-REGISTRATION TEAM:

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

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

SPECIAL INITIATIVES:

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

OTHER INITIATIVES:

Jalisha Petties*	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
Anna Rosenthal*	<i>Accounting Principles</i>	<i>Notices & Special projects</i>
Tawni Phelan*	<i>Factor 110</i>	<i>Name Tags and Guest Services</i>

*Paid Service Provider

HELP WANTED:

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

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

MANY THANKS TO OUR HORIZON MEMBERS:



WANT TO BE PART OF THE TEAM THAT HELPS OK ETHICS FLOURISH?

Please contact these leaders to see how you can help.



Alicia Goodloe, Volunteer Coordinator for Oklahoma Business Ethics. We are grateful for Alicia's dedication as she has maintained a consistent commitment to OK Ethics since 2009, where she is often found pleasantly greeting our guests at the registration table.

Alicia has been employed with The Bama Companies, Inc. for 18 years and has served in her role as a Paralegal for 8 years. She also volunteers on the Board for the Tulsa Day Center.

Here's what Alicia says about her role with OK Ethics:

"Oklahoma Business Ethics has contributed to my growth professionally and ethically. It is truly a joy to greet meeting attendees with a smile, as I check them in for monthly meetings. I enjoy meeting new people and seeing the same familiar faces at registration. I am honored to help OK Ethics and promote its mission in any way I can."

If you would like to assist OK Ethics with registration, please contact Alicia at 918-732-2163 (Phone) or via email at agoodloe@bama.com.

Hint: We could really use help from the accountants in our group!



Karie Mullins serves as the Chief Ambassador for the OK Ethics ambassador team in Tulsa.

She arrives early (10:45 a.m.) to prepare for guests and organize her team. The ambassador team is responsible for greeting visitors, distributing agendas, handing out name tags, and seating guests. They are the first smiling faces you see at the luncheons! ***If you are interested in helping, please contact Karie via email at legalmullins@cox.net.***

Karie is a native of Joplin, Missouri. She is the Senior Manager of Compliance & Integrity at NORDAM. With 26 years of experience in the legal field, she is a Certified Compliance & Ethics Professional, a member of the Society of Corporate Compliance and Ethics, and holds degrees in Political Science and Paralegal Studies. She is a highly driven individual who thrives on helping others. Karie is celebrating her 15th wedding anniversary this year and is the proud parent of three boys.

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.
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- 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.***



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

NEW GENERATION ETHICS: NAVAL LEADERSHIP LESSONS



CDR Arthur Gibb, III, USN, Ph.D.
*Permanent Military Professor and Chair
Leader Development and Research Department
United States Naval Academy*

About our Presenter:

CDR Arthur Gibb, III is a Permanent Military Professor in the Department of Leadership, Ethics, and Law and Chair, Department of Leader Development and Research, at the United States Naval Academy in Annapolis, MD. He is a qualified P-3C Patrol Plane Commander and Mission Commander with over 2200 flight hours, and has participated in operations in Europe, Africa, the Middle East, and Latin America. CDR Gibb holds a Ph.D. in International Relations from the University of North Carolina at Chapel Hill, a Masters Degree in National Security Studies from Georgetown University, and a BS in Political Science from the Naval Academy. He teaches courses in leadership and ethics, and his research interests include leader development, civil-military relations, and the role of the military in U.S. foreign policy. He and his wife, Sara, live with their three children in Annapolis.

Program Highlights:

Experiential learning increases understanding and knowledge retention by creating emotional responses that heighten the intensity of the experience and any lessons learned. How can you facilitate experiential learning to strengthen character and ethical development in your company?

1. Create a common framework for ethical decision making by articulating your company's values, standards, and expectations
2. Create experiences that help people understand these values and reflect on whether their own values are aligned with them
3. Encourage responsibility by delegating authority and empowering your people
4. Encourage risk-taking in ways that are aligned with your company values
5. Encourage and facilitate personal and institutional reflection
6. Create experiences that help your people test their leadership and decision making in a benign environment

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.

Developing Leaders of Character through Experiential Learning



Commander Arthur Gibb, Ph.D, USN
Chairman
Department of Leader Development and Research

Starting with the End in Mind ... Mission

To develop midshipmen morally, mentally and physically and to imbue them with the highest ideal of duty, honor and loyalty in order to graduate leaders who are dedicated to a career of naval service and have the potential for future development in mind and character to assume the highest responsibilities of command, citizenship, and government.



In a nutshell...

"USNA exists to develop leaders of character to lead Sailors and Marines in harms way."

- Commandant of Midshipmen



Describe your concept of leadership with a drawing ...

no words allowed.

Good leaders must be...



Starting with the End in Mind ... Attributes



Selfless
Inspirational
Proficient
Innovative
Articulate
Adaptable
Professional



...and Core Values

Honor

Courage

Commitment

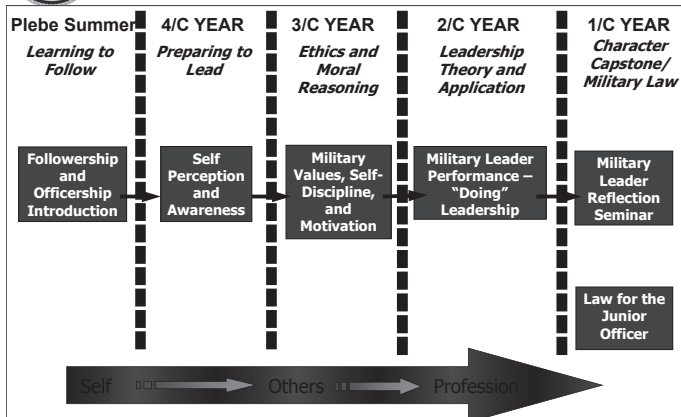
The USNA Leader Experience

How does USNA develop Professional Leaders of Character?

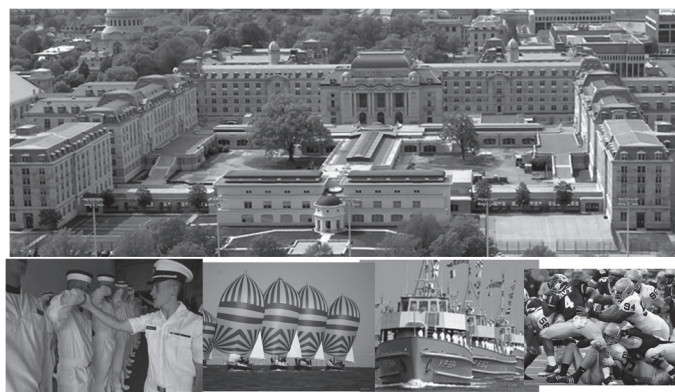
- Education
- Experiences
- Guided Preparation and Reflection



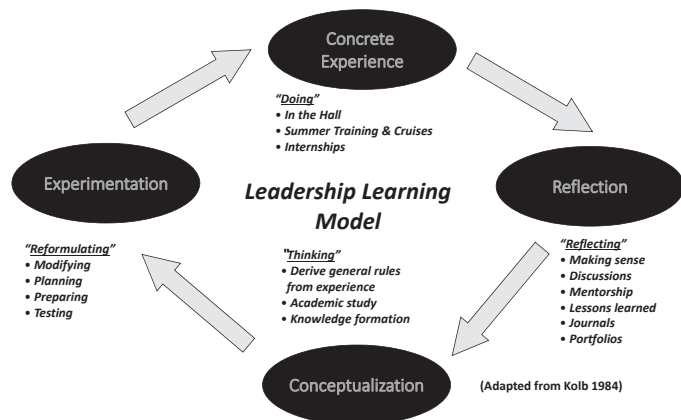
USNA Leadership Education Continuum



Leadership Laboratory?



Experiential Learning Process



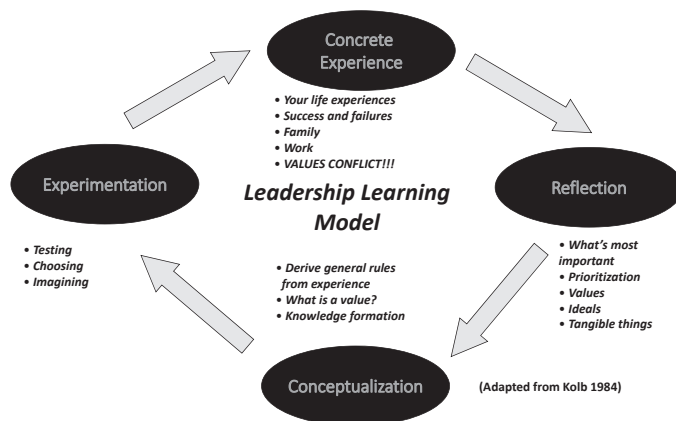
What do you value?



Values

- Values underpin moral reasoning and ethical decision making
- Values conflicts lead to ethical dilemmas
- We judge others based on our values

Experiential Learning Process



Integrity

The consistent alignment of your actions with the values, standards, and obligations to which you have committed yourself

Experiential Leader Development

- Three ELD Processes
 - Priming leader role preparation
 - Driving knowledge transfer to experience
 - Guiding reflection to shape meaning and make learning stick
- Three ELD components
 - Responsibility
 - Risk
 - Reflection

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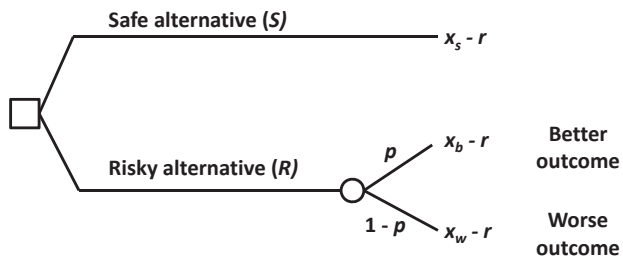
Responsibility

- We want seekers of responsibility
- How do we encourage responsibility?
 - Mentoring
 - Delegation
 - Climate of empowerment
 - Encouraging risk
 - Learning from failure

How do you encourage responsibility?

Risk Attitudes

- Physical Risk (Accepting)
- Risk of failure (Accepting)
- Risk of punishment (Accepting)
- Moral/social/interpersonal risk (Averse!!)



What risk attitudes do you encourage?

Model from Alibés and Rata (2006) "A Survey Study of Factors Influencing Risk Taking Behavior"

Reflection

Transforms participation into active learning

- Systematic
 - Journaling, after-action reports, lessons learned, goal-setting
- Shared
 - Off-sites, short exercises, staff lunch, teams
- Guided
 - Mentoring, coaching

ELD at USNA: Three Examples

- '77 Gettysburg Leadership Encounter
 - Increased understanding of mission and responsibility
 - Empowered by network of peers
 - Reflection leading to articulation of vision and philosophy
 - Greater confidence to lead peers
 - Energy, excitement, enthusiasm

ELD at USNA: Three Examples

- Project-based learning – change proposal
 - Increased understanding of institution
 - Increased sense of ownership
 - Requires teamwork and peer leadership
 - Process improvement!!

ELD at USNA: Three Examples

- Plebe Summer Detail
 - Increased understanding of mission
 - Increased sense of purpose
 - Personal goal-setting
 - Drives knowledge transfer to the experience

ELD at Your Company

- Do your company's values resonate with your employees?
- What do you do to encourage responsibility and positive risk attitudes?
- Do you encourage personal and institutional reflection?

ELD at Your Company

- Do you have a mentoring or coaching program?
- How can you create **experiences** that challenge your people to...
 - Test their ethical decision-making?
 - Test their leadership?
 - Examine their values?