

The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE • WWW.OKETHICS.ORG

AGENDA • MARCH 24TH, 2016 • TULSA CHAPTER

I. Welcome

Lynn Flinn

President of The Rowland Group;
Tulsa Founder of OK Ethics

II. Upcoming Events

Shannon Warren

Founder/CEO, OK Ethics

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

• OK Ethics Statewide Annual Awards

April 12, 2016

Rick Muncrief

President and CEO, WPX Energy

Peter Dobelbower

Vice President/General Counsel,
Hobby Lobby

Lynn Flinn

President of The Rowland Group;
Tulsa Founder of OK Ethics

• Ethics in a 21st Century World

May 26, 2016

Mike Wooten

Operations Manager, Google

• Melissa McLawhorn Houston

Oklahoma Commissioner of Labor

August 25, 2016

• Building an Ethical Culture in Your Company

September 22, 2016

Arthur J. Gallagher & Co.,

Tom Tropp, Corporate Vice President,
Ethics and Sustainability

• OK Ethics Inaugural High School Ethics Bowl

Saturday, April 23, 2016

University of Oklahoma, Norman

Volunteers needed

Colin Schoonover

Manager, Asset Systems, ONE Gas
Co-President, OK Ethics Foundation Board

III. Key Member & Volunteers

Appreciation

Video by Soul Pancake

- **Lynn Flinn**, The Rowland Group;
OK Ethics Tulsa Chapter Founder:
Pinnacle and Navigator Member Honors
- **Travis Jones**, Career Development Partners;
Vice President, Fun & Spirituality,
OK Ethics Board: Star Member Honors
- **Stephanie Cipolla**, The Williams
Companies; Director, OK Ethics Board:
Horizon Member Honors
- **Sherry Nelson**, WPX Energy; Director,
OK Ethics Board: Leading Member Honors
- **Lynn Flinn**, Volunteer recognition

IV. Speaker Introduction

Sherry Nelson

WPX Energy; OK Ethics Board

V. Keynote

Shane Fernandez

President, Nabholz Corporation –
Southwest Operations

**“Diversity and Ethics: The Keys to
Success in Business”**

UPCOMING EVENTS

OK Ethics Statewide ANNUAL AWARDS

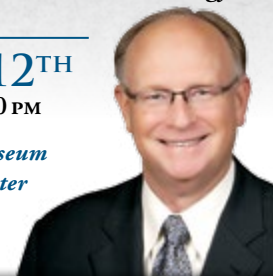
RICK MUNCRIEF

President and CEO, WPX Energy

APRIL 12TH

11:30 AM – 1:00 PM

Jim Thorpe Museum
and Sports Center



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

ETHICS IN A 21ST CENTURY WORLD

MIKE WOOTEN

OPERATIONS MANAGER



May 26th 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.

PINNACLE MEMBERS



NAVIGATOR MEMBERS



STAR MEMBERS



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
Dr. Steve Rockwell	University of Tulsa	Agendas
Karie Mullins	Navico, Inc	Ambassador, Team Leader
Mark Belanger	ONE Gas	Ambassador
Shelly Gallaway	ONE Gas	Ambassador
Perry Henson	The Rowland Group	Ambassador
Stephanie Pitt	The Rowland Group	Ambassador
Laurie Rosenbaum	ONE Gas	Ambassador
Brian Shore	ONE Gas	Ambassador
Amber Waid	ONEOK	Ambassador
Rex Wilson	ONE Gas	Ambassador
Michael Oonk	American Bank and Trust	Facilities & Logistics
James Kelley	The Rowland Group	Membership
Susie Wellendorf	Wellendorf Communications	Public Relations
David Christie	The Bama Companies, Inc.	Registration
Vanessa Statum	Career Development Partners	Registration
Alicia Goodloe	The Bama Companies, Inc.	Registration & Volunteer Coordinator
Tom Vincent	GableGotwals	Special Initiatives
Jessica Cordt	Rowland Group	Public Relations
John Stancavage	Tulsa World	Public Relations
Tawni Phelan	Factor110	Paid Service Provider

Interested in serving? Please contact the people in charge:

- **Karie Mullins** – Ambassador Team Leader; legalmullins@cox.net
- **Colin Schoonover** – Foundation's Student Initiatives; Colin.Schoonover@onegas.com
- **Lynn Flinn** – Programs & Special Initiatives; lynn@rowland-group.com

*Executive Pilot
Award honoree*



PETER M. DOBELBOWER
*General Counsel;
Vice President, Legal*


HOBBY LOBBY
Mardel • Hemispheres

OK Ethics Statewide

ANNUAL AWARDS

RICK MUNCRIEF
President and CEO, WPX Energy

APRIL 12TH • 11:30 AM – 1:00 PM
Jim Thorpe Museum and Sports Center



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.

UPCOMING OK ETHICS EVENTS

OK Ethics Statewide **ANNUAL AWARDS**

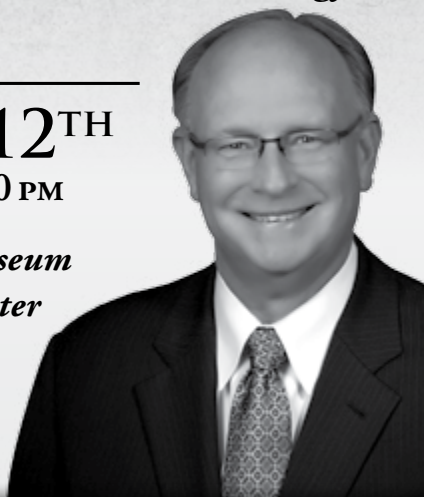
RICK MUNCRIEF

President and CEO, WPX Energy

APRIL 12TH

11:30 AM – 1:00 PM

*Jim Thorpe Museum
and Sports Center*



Executive Pilot Award honoree

PETER M. DOBELBOWER

General Counsel, Vice President, Legal – Hobby Lobby

ETHICS

— IN A —
21ST CENTURY WORLD

MIKE WOOTEN
OPERATIONS MANAGER

Google

May 26th

DOUBLETREE BY HILTON
DOWNTOWN TULSA

Oklahoma Labor Commissioner



MELISSA MCLAWHORN
HOUSTON

Aug. 25th

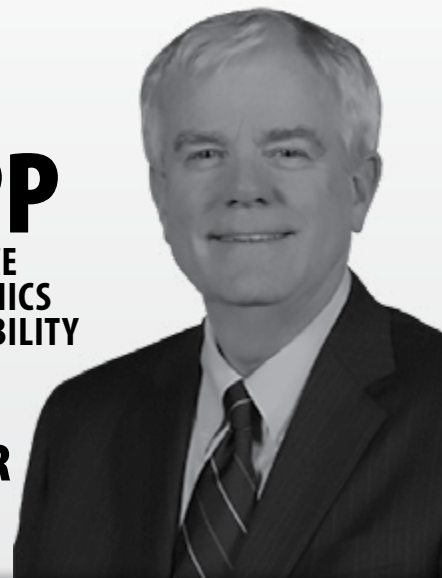
DOUBLETREE BY HILTON
DOWNTOWN TULSA

BUILDING AN ETHICAL CULTURE IN YOUR COMPANY

**TOM
TROPP**

CORPORATE VICE
PRESIDENT, ETHICS
AND SUSTAINABILITY

**ARTHUR J.
GALLAGHER
& CO.**



Sept. 22nd

DOUBLETREE BY HILTON
DOWNTOWN TULSA

DIVERSITY AND ETHICS: THE KEYS TO SUCCESS IN BUSINESS

SHANE HANSEN FERNANDEZ *AIA, NCARB, LEED AP*

PRESIDENT *Nabholz Corporation– Southwest Operations*



ABOUT OUR PRESENTER:

Shane Fernandez was born in Hollywood, California as a first generation US Citizen to a Danish mother and Filipino/Spanish father. His diverse family dynamic gave Shane the opportunity to travel around the world and experience other cultures and built environments. Shane has lived in both Scandinavia and Asia, but it was his time spent in Denmark and Hong Kong which ultimately led to his inspiration in architecture, construction, art, urban design, and place making.

Shane came to Oklahoma to earn his Bachelors in Architecture and Masters in Architecture in Urban Design from the University of Oklahoma. Shane now leads a regional organization as the President of Nabholz Corporation's Southwest Operations. The company has eleven offices within central United States and represents one billion dollars in diverse construction related revenues nationwide.

Shane draws from his global experiences and envisions Oklahoma as a diamond in the rough, as he feels much of Oklahoma's potential remains unrealized. Shane is extremely passionate about the community and volunteers much of his time to efforts focused on improving Oklahoma's sense of place. He currently serves on the Board of Directors for the Oklahoma State Chamber, Tulsa Regional Chamber, Leadership Oklahoma, The Committee of 100, Family and Children Services, the Tulsa Zoo and is on the Board of Advisors for the Oklahoma City Chamber.

Shane is also the President for the Oklahoma Center for Community and Justice- a state wide organization that strives to eliminate bias, bigotry and racism across Oklahoma. Shane supports the inspiration of our youth and he has donated many hours towards efforts with Youth at Heart, Youth Services of Tulsa, Street School, the Tulsa Area United Way and Youth Leadership Oklahoma.

Shane is a firm believer in building communities by establishing cutting edge initiatives that affect change. He chaired and was part of a team that created Tulsa's Young Professionals-the nation's largest young professionals' organization. Shane followed this by becoming the founder and chair of Mosaic - the Tulsa Regional Chamber's Council of Diversity and Inclusion. In continuing his passion for place making and the attraction and retention of talent, he later went on to create Traject - a community based branding and identity council for the Tulsa region. For his efforts, Shane was recently honored by the White House and the US Small Business Administration as the "Minority Champion of the Year" for the states of Texas, Oklahoma, New Mexico, Louisiana, and Arkansas.

Additionally, Shane owns three small businesses focused on residential design and art, facilities maintenance, and commercial development. Shane is married to Marnie Fernandez and together they share 4 children: Jade, Tristan, Nicholas, and Josie.

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.

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 Jodi at okethics@outlook.com or (405) 558-1996 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.

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



**Like us on
Facebook.**



DIVERSITY & ETHICS:

THE KEYS TO SUCCESS IN BUSINESS



**YOU ARE
UNIQUE**

Your **STORY**
impacts the lens
through which you
view others

Our perception of the
differences within
others shapes our
ability to embrace
DIVERSITY

Your **DEFINITION** of
diversity is specific
to you

Diversity = Ingredients

Inclusion = Recipe

In the workplace

Inclusion is about

- . **Team building**
- . **Value**
- . **Ethics**
- . **Strategic Planning**

DIVERSITY & ETHICS:

THE KEYS TO SUCCESS IN BUSINESS



Innovation stems from
the ability for
creative dialogue
to flow freely within the
professional arena

Innovative teams are:

- . **Diversified in experience**
- . **Unified in culture**
- . **Valued by leadership**
- . **Loyal to the mission**

Our teams define our circles
of influence:

- . **Attracting/retaining talent**
- . **Processes/operations**
- . **Our brand and reputation**
- . **Target audiences**
- . **Strategic growth**

Diversity and Inclusion:

**Embracing Diversity and
Inclusion is an ethical
choice**

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.***

