

The Oklahoma Business Ethics Consortium



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AGENDA • AUGUST 19TH, 2015 • OKC CHAPTER

I. Welcome & Kudos

Randy Thurman, Co-President & CFO, Retirement Investment Advisors; 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!

III. Membership Drive Underway

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

Daniel Yunker, Communications Manager - Kimray, Inc.; Chairperson, Ambassador Team; OK Ethics Board of Directors

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.

V. Introduction

Oscar Womack, Jr., President & CEO, Coherent Contracts; OK Ethics Board of Directors

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

DAVE HAGER

PRESIDENT & CHIEF EXECUTIVE OFFICER
DEVON ENERGY

October 14th
The Petroleum Club
Oklahoma City



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



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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.

Daniel Yunker	<i>Kimray Inc.</i>	<i>Senior Team Leader & OK Ethics Board Member</i>
Thad Chance	<i>Accounting Principals</i>	<i>Team 1 Leader</i>
Sally Boyd	<i>Walter Duncan, Inc.</i>	<i>Ambassador</i>
John Burnett	<i>Kimray Inc.</i>	<i>Ambassador</i>
Emily Conrad		<i>Ambassador</i>
Laina Davidson	<i>TriStar Pension</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>
Oscar Womack	<i>Coherent Contracts</i>	<i>Executive Ambassador & OK Ethics Board Member</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 Chairman</i>
Marvinette Ponder	<i>Devon Energy</i>	<i>Pre-paid Registration & Co-Chair</i>
Lucius Crandall	<i>SandRidge</i>	<i>Prepaid Registration</i>
Rachel Olsen	<i>Devon 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:

Jalisha Petties*	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
Factor 110*		<i>Name Tags and Guest Services</i>
Anna Rosenthal*		<i>E-notices</i>
Dallas Bodin*	<i>Prime Visual Media Video Production</i>	<i>Videographer</i>

*Paid Service Provider

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.



Daniel Yunker serves as the Chief Ambassador for the OKC team of Ambassadors. He can be counted on to arrive early (11:00 a.m.) with a smile on his face, ready to greet guests, direct them to their tables and answer any questions they might have. *If you are interested in joining Daniel's team as an ambassador, please contact him at dyunker@kimray.com.*

Daniel serves as Communications Manager at Kimray, Inc. He and his teams are responsible for the creation and distribution of internal communications and the management of Kimray's public relations.

He earned a B.S. in Business Administration from Southern Nazarene University and is currently obtaining his MBA from the University of Oklahoma. Daniel serves as a board member for Oklahoma Business Ethics Consortium and ServeOK.

He is an avid traveler and enjoys hiking, scuba diving and Thunder basketball. With a passion for helping others, Daniel volunteers with his church and many organizations throughout Oklahoma City.



Mark Neumeister CPA, CGMA has been in charge of OK Ethics' Registration in OKC for several years and we are deeply grateful for his dedication and conscientious, caring approach to his volunteer duties.

Mark is Director of Tax Services for D.R. Payne & Associates, Inc., and has nearly thirty years experience in tax planning, tax controversies and tax compliance in both public and private industry. Before joining the Firm, Mr. Neumeister was Vice President – Tax at Fleming Companies, Inc. (a Fortune 100 company). Previous to Fleming Mr. Neumeister was a Senior Manager – Tax Services at Deloitte & Touche LLP, where he served clients in the industries of; retail, wholesale, manufacturing, professional services, construction, automobile dealers and others.

Mark and his family moved to Oklahoma from Nebraska in 1994. His wife Lynn is a 7th grade geography teacher at Central Middle School in Edmond. Their daughter Abby, is in the 7th grade at Central Middle School in Edmond. His hobby is tennis and he tries to get to the courts 2-4 times a week. An enthusiast, you might spot Mark in New York watching the U.S. Open Tennis matches from sunup to sundown. He will be the guy wearing the Huskers hat and OKC Thunder shirt.

As OK Ethics has grown, Mark has needed additional help from other CPA's to assist with registration and reconciliation of monies received at monthly meetings. If you are interested in providing this service as needed, it will require an early arrival (11:00 a.m.). *You can contact Mark at 272-0511 or via email at moneumeister@drpayne.com.*



Marvinette Ponder with Devon Energy serves as Co-Chair for the Pre-Paid Registration Team and we look forward to her enthusiastic participation every month! She arrives at 11:00 a.m. to help the Ambassadors and other volunteers in distributing the agendas and preparing for guests. Her primary responsibility is to expedite registrations for OK Ethics' pre-paid members.

Marvinette is a native of Los Angeles, California. In her role at Devon Energy, she is the Sr. Supervisor of Audit & Litigation, and Program Leader for US and CN accounting career and development continuity. Marvinette enjoys both learning and teaching. She currently holds an undergraduate degree in accounting and two Master's degrees: MBA and MAOM. She is also an adjunct professor and the Adult Sunday School class teacher. Marvinette has been married for 34 years and the proud grandparent of three grandchildren.

If you are interested in helping, please contact Marvinette via email at marvinette.ponder@dvn.com.

UPCOMING EVENTS

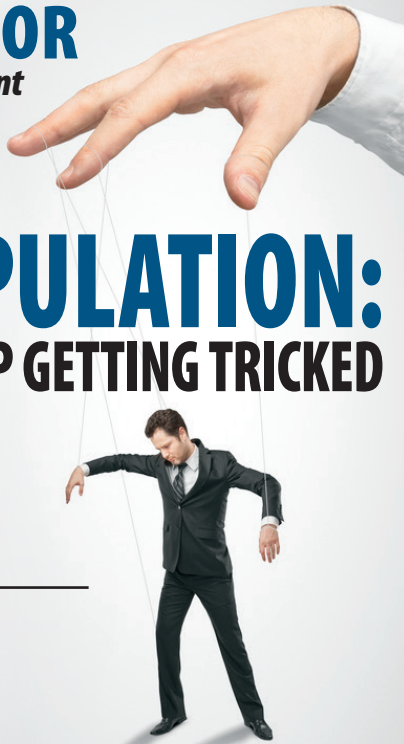
J. D. TAYLOR
Business Consultant

MANIPULATION: TIPS TO STOP GETTING TRICKED

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The Petroleum Club
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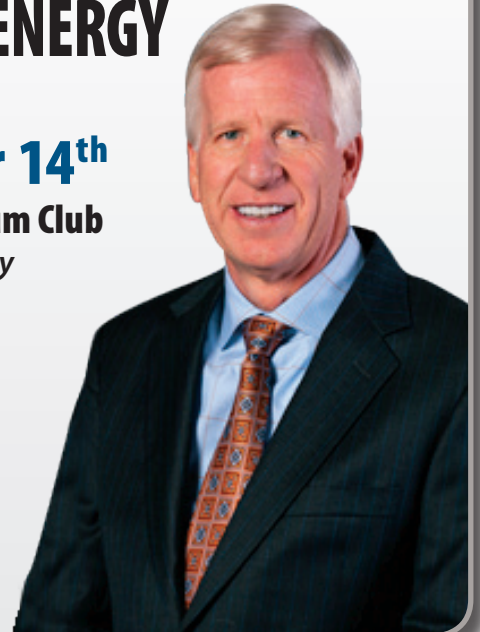
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October 14th
The Petroleum Club
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CLARENCE B. JONES

ADVISOR &
SPEECHWRITER FOR
MARTIN LUTHER KING JR.

*Recommended
for 1 CPE in Ethics*

Nov. 12th The Petroleum Club
Oklahoma City



ETHICS: IMPACT ON HAPPINESS & ECONOMIC PROSPERITY

*Recommended for
1 CPE in Ethics*



**WEDNESDAY
JANUARY 13TH**
11:30-1:00

**THE PETROLEUM CLUB
OKLAHOMA CITY**

PANELISTS



Dr. Katherine Terrell



Dr. James Harvey

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.***



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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

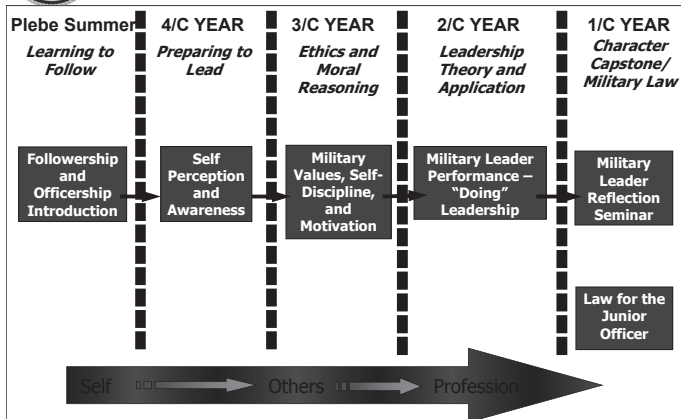
The USNA Leader Experience

How does USNA develop Professional Leaders of Character?

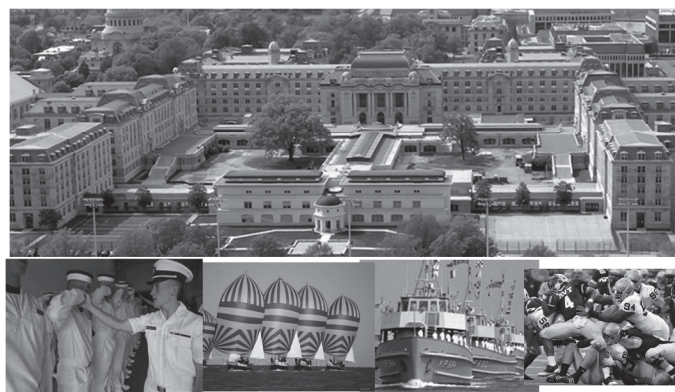
- Education
- Experiences
- Guided Preparation and Reflection



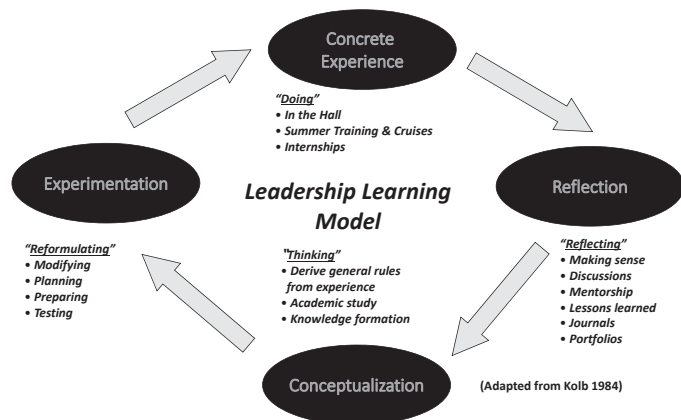
USNA Leadership Education Continuum



Leadership Laboratory?



Experiential Learning Process



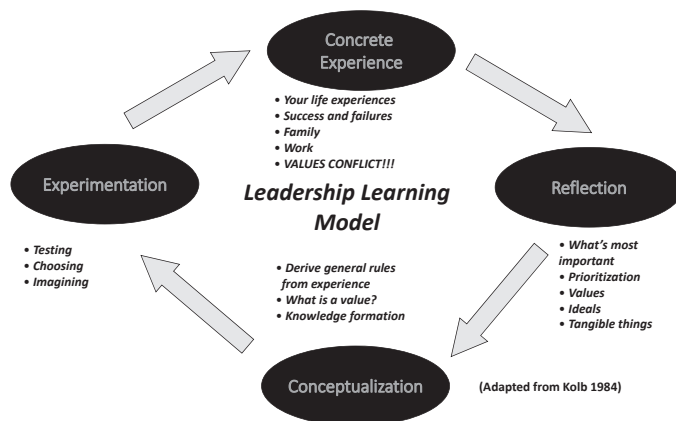
What do you value?



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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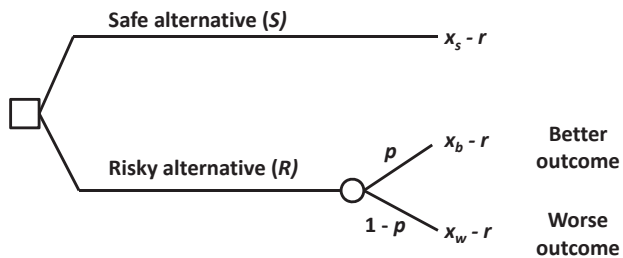
Responsibility

- 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?