

The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE • WWW.OKETHICS.ORG

AGENDA • NOVEMBER 12TH, 2014 • OKC CHAPTER

I. Welcome

Garyl Geist, Chief Operating Officer Oklahoma Allergy & Asthma Clinic; Past President, OK Ethics State Council

II. Member Honors

• Pinnacle Members

Todd Lisle, Managing Partner, BKD LLP; President, OK Ethics State Council

The special objet d'art was designed by Chris McGahan of Edmond's own Bella Forte Glass Studios. It is intended to symbolize the spirit of Oklahoma, representing our optimism, depth and stability.

• Navigator, Media & Star Members

Randy Thurman, Co-President, Retirement Investment Advisors; Director, OK Ethics Board

Note: This year, in an effort to capture more members' pictures, we are asking Horizon and Leading members to remain at their tables and a photographer will come to your group for a photo. If you would like a formal photo, we have arranged for these to be made in a designated area of the room.

• Horizon Members

Mark Nance, Vice President of Audit, American Fidelity Assurance; Chairperson, OK Ethics Membership Recruitment Team

• Leading Members

Travis Jones, CEO of Career Development Partners; Vice President of Fun & Spirituality, OK Ethics Board & **Bob Byrne**, (Retired), Boeing; Chief Diplomat, OK Ethics Board

III. Board of Directors and Volunteer Recognition

Shannon Warren, Founder, OK Ethics & **Joy LaBar**, Vice President of Internal Audit, SandRidge Energy; Treasurer, OK Ethics Foundation

Welcome new OK Ethics Board members **Daniel Yunker** of Kimray, Inc., **Oscar Womack** of Coherent Contracts and **Sherry Nelson** of WPX Energy! (See your Member Guide for a full listing of OK Ethics Board members.)

We invite our volunteers to proceed to the podium to accept your recognition item. Please see page 3 of your agenda for a list of our special volunteers who have served on a regular basis and are being honored today.)

IV. Upcoming Events



Experimenting with different venues. Watch bulletins for location information.

See page 7 for more information.

Advance reservations are required for all events.

January 14

"Ethics on Trial"

NEW LOCATION:

St. Luke's United Methodist Church

Recommended for 1 CPE in Ethics

V. Statewide Student Ethics Challenge Awards

Shannon Hiebert, Vice President, Human Resources, Enterprise Holdings; President, OK Ethics Foundation

Please refer to your Member Guide for more details about student ethics initiatives.

• **First place:** Oklahoma Christian University, Advisor: Dr. Jeffrey Simmons

• **Second place:** Oklahoma Baptist University, Advisors: Dr. Rich Rudebock and Dr. Vickie Ellis

• **Third place:** University of Central Oklahoma, Advisor: Dr. Katherine Terrell

Presentation by Oklahoma Christian University student leader, Jasper Bawcom

VI. Guiding Principle and Introduction

Dr. Katherine Terrell, Chairperson, Accounting Department, University of Central Oklahoma

VII. Keynote

"Moral Business Through Ethical Competency"

Dr. Ron Paul Hill, Villanova University

NEXT UPCOMING EVENT
SEE PAGE 7 FOR MORE EVENTS.

RECOMMENDED FOR 1 CPE IN ETHICS
ON TRIAL

PROSECUTION
JIM PRIEST
Attorney with
Rubenstein & Pitts

DEFENSE
CHARLIE PLUMB
Shareholder and Attorney
for McAfee & Taft

JUDGE
JARI ASKINS
Former Lieutenant
Governor

DEFENDANT
DR. STEVE ELLIS
Professor of Philosophy,
University of Oklahoma

YOU'RE THE JURY.

WEDNESDAY, JANUARY 14, 2015

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	MEDIA ALLIES	STAR MEMBERS

STATEWIDE STUDENT ETHICS CHALLENGE

NOVEMBER 1

Participating Teams:

Cameron University
Oklahoma Baptist University
(3 teams)
Oklahoma Christian University
(2 teams)
Oklahoma City University
Oklahoma State University
Rose State College
Southern Nazarene University
St. Gregory's University
University of Central Oklahoma
University of Oklahoma (3 teams)

Event Organizers

Shannon Hiebert*
Enterprise Holdings
Pam Fountain*
Principal Technologies
Colin Schoonover*
ONE Gas

Scorekeeper

Chris Caldwell, CPA

Judges

Joe Walker
BKD, LLP
Mike Mims
Chesapeake Energy Corporation

Jack Rosenberg
Chesapeake Energy Corporation
Donna Miller
Executive Resource
Cindy Fairchild
Express Employment
Professionals
Reverend Ray Belford
First Christian Church
Kellian Schneider*
Fullforce
Warren Martin
General Tommy Franks
Leadership Institute
Mike Wooten
Google Data Center
Brandi Bush
Hobby Lobby
Nancy Hyde, CPA, CVA
Hyde & Company CPAs, P.C.
Mary Homan
Mercy West Communities
Colin Schoonover*
ONE Gas
Brian Shore
ONE Gas, Inc
Tommy Campbell
Pricewaterhouse Coopers LLP
Joy S. LaBar*
SandRidge Energy, Inc
Edith Steele

Secure Evaluations and
Consulting
Linda Brinkworth
St. Luke's United Methodist
Church
Bob Byrne*
OK Ethics Board of Directors
Keith Chappell
The Boeing Company
Young Chappell
The Boeing Company
Tonya Salazar-Purvine
Valir Health
Ginger Castleberry
Valir Health
Marsha Casebeer
WPX Energy
*OK Ethics Board Member

Moderators

Lauren Maxey
Enable Midstream Partners
Mel Inman
Oklahoma Natural Gas
Morgan Hartman
OGE
Trey Whitley
Chaparral Energy
Amber Danner
Enterprise Holdings



Are You Normal?

Warren Martin is available to do meaningful, on-site ethics training based on his popular presentation to our OK Ethics chapters. Visit OK Ethics website to see a video of these entertaining and informative past presentations.

Contact Shannon Warren at warrenokla@cox.net if you are interested in learning more about costs and opportunities.

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 the regular volunteers who consistently provide service to our members:

John Burnett	Kimray, Inc.	Ambassador
Deborah Burroughs	Langston University - Retired	Ambassador
Cheryl Campbell	Metro Technology Centers	Agendas
Thad Chance	Accounting Principals	Ambassador Team Leader
Lucius Crandall	SandRidge Energy	Registration
Chris Ferguson	OK Funeral Board	Ambassador
Jamie Gorman	Yellow Cab	Ambassador
Wayne Hart	Legal Shield	Ambassador
Valorie Hodges	Valir	Ambassador
Mary Kay Huggard	Principal Technologies	Registration
Nancy Hyde	Hyde and Company	Ambassador (Executive Team)
Brent Martens	Love's Country Stores	Ambassador Team Leader
Shirley Mears	Champlin Broadcasting	Morning Drive
Sandra Nettleton	Oklahoma Sports and Orthopedics Institute	Ambassador
Mark Neumeister	D.R. Payne & Associates, Inc.	Registration
Jamie O'Brien	Eide Bailly LLP	Logistics
Jacob Pasby	Arnold Oil Properties	Ambassador
Susan Pate	Stinnett & Associates	Accountant
Jalisha Petties	Accounting Principals	Paid contributor
Tawni Phelan	factor 110	Paid contributor
Marvinette Ponder	Devon Energy	Registration
Trish Potter	Metro Technology Centers	Agendas
Bobby Redinger	Cole & Reed	Ambassador
Bertha Robinson	Metro Technology Centers	Agendas
Connie Root	Walker Companies	Ambassador
Anna Rosenthal	Accounting Principals	Paid contributor
Bill Turner	Valir	Ambassador
Mary Vaughn	Mary A Vaughn CPA	Registration
Joe Walker	BKD, LLP	Registration
Daniel Yunker	Kimray, Inc.	Chief Ambassdor

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.

Daniel Yunker	<i>Kimray, Inc.</i>	<i>Chief Ambassador</i>
Thad Chance	<i>Accounting Principals</i>	<i>Team Leader</i>
Deborah Burroughs	<i>Langston (Retired)</i>	<i>Ambassador</i>
Wayne Hart	<i>Legal Shield</i>	<i>Ambassador</i>
Breanne Mollman	<i>TriStar Pension Consulting</i>	<i>Ambassador</i>
Erika Moore	<i>Chesapeake Energy</i>	<i>Ambassador</i>
Sandra Nettleton	<i>OSOI</i>	<i>Ambassador</i>
Nancy Hyde	<i>Hyde & Company</i>	<i>Ambassador (Executive Team)</i>
Oscar Womack	<i>Coherent Contracts</i>	<i>Ambassador (Executive Team)</i>

REGISTRATION TEAM:

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

Mark Neumeister, CPA	<i>D. R. Payne & Associates</i>	<i>Registration Chairperson</i>
Mary Vaughn	<i>Mary A Vaughn CPA</i>	<i>Cash & Visitors</i>
Marvinette Ponder	<i>Devon Energy</i>	<i>Pre-paid Registration Co-Chair</i>
Joe Walker	<i>BKD, LLP</i>	<i>Pre-paid Registration Co-Chair</i>
Lucius Crandall	<i>SandRidge Energy</i>	<i>Pre-paid Registration</i>
Brandy Weldon	<i>SandRidge Energy</i>	<i>Pre-paid Registration</i>

SPECIAL INITIATIVES:

Mark Nance	<i>American Fidelity Assurance</i>	<i>Membership Chair</i>
Susan Pate	<i>Stinnett & Associates</i>	<i>Accountant</i>
Jamie O'Brien	<i>Eide Bailly, LLP</i>	<i>Facilities & Logistics Chair</i>

OTHER INITIATIVES:

Jalisha Petties*	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
Tawni Phelan*	<i>Factor 110</i>	<i>Name Tags and Guest Services</i>
Sue Miller*	<i>Accel Financial Staffing</i>	<i>E-notices</i>

*Paid Service Provider



TUNE IN! Our own **Bob Byrne** and **Shirley Mears** featured on the morning drive for **Hank FM 99.7 (Classic country western)** – Tune in between 7:00 and 8:00 a.m. to learn more about Oklahoma's legacy! Also, hear interviews with speakers thanks to Champlin Broadcasting and the folks with the Oklahoma Heritage Association who provide the research for our historic profiles!

JOIN THE TEAM:

Want to be part of the recruiting team that helps OK Ethics flourish? Talk to these leaders below:

- **Join the Ambassador team!** Contact Daniel Yunker at dyunker@kimray.com. Volunteers arrive early to distribute agendas and assist guests in locating seats.

MANY THANKS TO OUR HORIZON MEMBERS:





THE MORAL BUSINESS THROUGH ETHICAL COMPETENCY

Presented by
Ronald Paul Hill, Ph.D.

*Richard J. and Barbara Naclerio
Endowed Chairholder, Villanova
School of Business*

About our presenter:

Dr. Ron Paul Hill is the Richard J. and Barbara Naclerio Chairholder in Business and Professor, Marketing and Business Law Department at Villanova University. A globally recognized speaker for his unique and engaging style of presentation on issues that include professional ethics, compassionate leadership, and intergenerational management.

He has been named one of the most prolific and influential authors in the field of marketing, having penned over 200 articles, review papers, and books that examine business ethics, public policy, and basic human rights. Particularly noteworthy are his works titled *Pearls along the Path: Lessons for Living a Life with Passion*, and *Surviving in a Material World: The Lived Experience of People in Poverty*

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.*

As a result of the nature of these writings, he was selected by the United Nations to speak on behalf of disadvantaged consumers at universities and corporations around the country.

Presentation Notes:

So-called "soft skills" such as ethics have been difficult to pin down. How does one measure competency in this area? Dr. Hill will present a pragmatic approach that individuals as well as organizations, whether large or small, can apply. Using humor to make his points, other aspects of his presentation will include:

- I. *Is there a difference between morality and ethics?*
- II. *Understanding and measuring your ethical competency.*
- III. *Reaching Generation Y & Z - shared values?*
- IV. *From theory to practice: integrating ethics into action.*

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 MORAL BUSINESS THROUGH ETHICAL COMPETENCY

PART 1: MEASURING COMPETENCY

Individual Differences

Organizational Context

Societal Nuance

Individual Differences:

Most people **believe (assume?)**

1. they act ethically.
2. everyone else shares their ethical values.
3. their ethics are formed by family and faith.

Most people have a hierarchy of ethics.

Organizational Contexts

- All organizations have **cultures**.
- Formal rules and informal rules sometimes **differ**.
- Pressure to perform can **dominate** pressure to conform.
- **Leadership** and **followership** both play important roles.

Societal Nuances

DIFFERENCES exist...

PART 2: MOVING FORWARD

- Moving Forward
- **No process** is the **dominant** approach.
- Legal compliance is driven by **fear**.
- Top-down suggests **lack of trust**.
- Bottom-up is a **risky strategy** demanding mutual respect.
- **Individualism** and **relativism**.

Stage 1: Individual Reflection

- **Guides** to personal and professional lives.
- Individual **ten commandments**.
- Both **prohibitions** and **responsibilities**.
- Role of **moderators** and **contradictions**.

Stage 2: Work Team Discussions

- Seeking levels of **consensus**.
- Limited to **peers** and **interacting partners**.
- **Systemic view** of ethical values.
- Outcome is a **set of values they agree to display** publicly and hold each other **accountable**.

Stage 3: Intergroup Negotiations

- **Variable** in length and complexity,
- based on **size** and **hierarchy**.
- Individual **spokespersons** with regular **interactions**.
- Role of **moderators** to determine agreement/concerns.
- Leading to a **code** of ethics.

Stage 4: Board Endorsement

- Leader-member **exchange theory**.
- Choice of **representatives**.
- Seek key supporting discussion **points**.
- **Voices** of the firm members **heard** in presentation to the board.

GUIDING PRINCIPLES

Please refer to page 5 of your annual OK Ethics Member Guide for the Guiding Principles.

HELP GET THE WORD OUT: PLEASE POST THIS ON YOUR COMPANY'S BULLETIN BOARD

UPCOMING OKC EVENTS



**PROSECUTION
JIM PRIEST**
*Attorney with
Rubenstein & Pitts*



**DEFENSE
CHARLIE PLUMB**
*Shareholder and Attorney
for McAfee & Taft*



**DEFENDANT
DR. STEVE ELLIS**
*Professor of Philosophy,
University of Oklahoma*

**JUDGE
JARI ASKINS**
*Former Lieutenant
Governor*

YOU'RE THE JURY.

**RECOMMENDED
FOR 1 CPE IN ETHICS**

**WEDNESDAY, JANUARY 14, 2015
ST. LUKE'S UNITED METHODIST CHURCH**



2015 OK ETHICS AWARDS

STEPHEN HOWARD

*Award Winning Speaker, Author,
ESPN College Basketball Analyst,
New Orleans Hornets Studio Analyst*

May 1, 2015

**Tower Hotel
Oklahoma City**

UPCOMING TULSA EVENTS

**THE MORAL
BUSINESS
THROUGH
ETHICAL
COMPETENCY**



*Presented by
Ronald Paul Hill, Ph.D.
Richard J. and Barbara Naclerio Endowed
Chairholder, Villanova School of Business
Recommended for 1 CPE in Ethics.*

**November 13
11:30AM-1:00PM
Doubletree Hotel**

**ETHICS AND
ENTREPRENEURSHIP**



**THE POSSIBLE
DREAM?**

*Presented by
Elliot Nelson
McNellie's Group*

**Thursday,
January 15th,
2015
11:30AM-1:00PM**



**EMOTIONAL
VAMPIRES**

*Presented by
MARSHA PETRIE SUE*

Recommended for 1 CPE in Ethics.

**WEDNESDAY, FEBRUARY 4, 2015
11:30am-1:00pm
DOUBLETREE HOTEL, TULSA**