

The Oklahoma Business Ethics Consortium



BE THE DIFFERENCE · WWW.OKETHICS.ORG

AGENDA • FEBRUARY 25TH, 2016 • TULSA CHAPTER

I. Welcome, Kudos and Upcoming Events

Susie Wellendorf, Owner, Wellendorf Communications; OK Ethics Public Relations Chairperson (Tulsa Chapter)

• Community Impact Awards

Application deadline is March 21. See okethics.org/awards to submit applications. Self-nominations accepted.

• Diversity and Ethics:

The Keys to Success in Business

March 24, 2016

Shane Fernandez

President, Nabholz Construction—Southwest Operations

• OK Ethics Statewide Annual Awards

April 12, 2016

Rick Muncrief

President and CEO, WPX Energy

Peter Dobelbower

Vice President/General Counsel, Hobby Lobby

Early bird discounts – register before March 21

• Ethics in a 21st Century World

May 26, 2016

Mike Wooten

Operations Manager, Google

• Melissa McLawhorn Houston

Oklahoma Commissioner of Labor

August 25, 2016

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

II. Awards & Honors!

Shannon Warren, OK Ethics, Founder/CEO



- Oklahoma Christian University places THIRD in the country – National Ethics Bowl
- Community Impact Awards – Applications due on March 21; see page 3
- Member Honors To Be Presented
 - Leading, Horizon and Star at March 24th Event
 - Navigator and Pinnacle during the April 12 Statewide Awards

III. Guiding Principle & Introduction

James J. (Joe) Brister, Linde Engineering North America, Inc, Head of Quality and Health, Safety, & Environment

IV. Keynote

Dr. Nathan Mellor, President, Strata Leadership
“Positivity & Ethical Decision-Making”

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.

UPCOMING EVENTS

DIVERSITY & ETHICS: THE KEYS TO SUCCESS IN BUSINESS



SHANE FERNANDEZ
PRESIDENT, NABHOLZ CONSTRUCTION—SOUTHWEST OPERATIONS

March 24th DOUBLETREE BY HILTON DOWNTOWN TULSA

ETHICS IN A 21ST CENTURY WORLD

MIKE WOOTEN
OPERATIONS MANAGER



May 26th DOUBLETREE BY HILTON DOWNTOWN TULSA

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

PINNACLE MEMBERS



NAVIGATOR MEMBERS



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:

Thank you Dr. Steve Rockwell from the University of Tulsa for printing this month's 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>Navico</i>	<i>Team Leader</i>
Glenda Cantrell	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Shelley Gallaway	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Laurie Rosenbaum	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Amber Waid	<i>ONEOK, Inc.</i>	<i>Ambassador</i>
Stephanie Pitt	<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>Volunteer Coordinator & Registration</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 & Consortium Board member</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:


Jodi Shumway*	<i>Accounting Principals</i>	<i>OK Ethics Member</i>
Jalisha Petties*		<i>Care Coordinators</i>
Anna Rosenthal*		
Factor 110*		<i>Name Tags and Guest Services</i>
The Creative Guy*		<i>Agenda Design</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.

 Got an idea for a program? We could use help if you actually know the presenter and they have something interesting to say about ethics, integrity or character in business. Let us hear from you! Contact Shannon Warren at warrenokla@cox.net.

MANY THANKS TO OUR HORIZON MEMBERS:



*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



EARLY BIRD REGISTRATIONS AVAILABLE NOW.

REGISTER BEFORE MARCH 21 AND SAVE!

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
and to submit applications.*

**AWARD APPLICATIONS DUE BY MARCH 21.
SELF-NOMINATIONS ACCEPTED.**

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

POSITIVITY & ETHICAL DECISION- MAKING

DR. NATHAN MELLOR
CEO OF STRATA LEADERSHIP



ABOUT OUR PRESENTER:

Dr. Nathan Mellor serves as CEO of Strata Leadership and Principal Technologies, Inc., based in Oklahoma City, Oklahoma.

Nathan holds the Bachelor of Arts and the Master of Science in Education degrees from Harding University where he was named Student Association President and Graduate Assistant to the President. He earned the Master of Dispute Resolution degree from the Pepperdine University School of Law – Straus Institute for Dispute Resolution, where he was named a Straus Fellow and the Doctor of Education in Organizational Leadership degree from Pepperdine University where he was a Colleagues Grant recipient.

Dr. Mellor has consulted, trained, and lectured throughout America and abroad, a sampling of recent clients include: AAR Corporation, American Airlines, ArcBest Corporation, Bob Moore Auto Group, CoorsTek, Devon Energy, Direct Energy, Kansas Aviation, Kimray Inc., Locke Supply and SandRidge Energy.

Dr. Mellor has also worked with numerous nonprofits and governmental agencies including: Alaska Dept. of Legislative Audit, Boulder County Sheriff's Department, City of Boulder, Mississippi Department of Human Services, Mobile County Probate Court, Oklahoma City Police Department, Oklahoma Health Care Authority, Oklahoma Department of Human Services, ResCare,

Texas Department of Agriculture, Texas Juvenile Justice Association, U.S. Food and Drug Administration, Variety Care, Virginia Department of Social Services, and many others.

In pursuit of education, humanitarian, and religious interests he has studied or taught in Australia, Belize, China, England, Guyana, Israel, Jordan, Mexico, Russia, and Rwanda.

Dr. Mellor has nearly 15 years experience teaching undergraduate and graduate courses at Baker College, Pepperdine University, and Oklahoma Christian University. He is currently an adjunct professor at Oklahoma Baptist University in the Master of Business Administration program.

Leadership programs co-developed by Dr. Mellor, including Peace Through Business Rwanda and Four Star Debate with General Tommy Franks, have been highlighted on CNN Inside Africa, FOX News, and FOX Radio. He is also the co-founder of the Presidential Leadership Institute hosted on the campus of York College and in collaboration with the Eisenhower Presidential Museum and Library.

Nathan and his wife Christpie were married in 1997 and have two daughters. You can read monthly articles by Dr. Mellor in the Character Core Magazine or watch his TEDx talk found on the Strata Leadership website.

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.

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



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POSITIVITY & ETHICAL DECISION MAKING

OKLAHOMA ETHICS CONSORTIUM LUNCHEON

PRESENTED BY

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THE C3 CONCEPT



$$C1 + C2 = C3$$

C1: CHARACTER describes the mental model used to determine one's actions. In organizations, it includes the cultural norms and values that guide decision-making.

C2: COMPETENCE describes the knowledge and ability needed to do something well measured against a common standard. It is the ability to solve technical problems.

C3: CONSISTENCY is the ability to produce the same results over an extended period of time, which increases trust. This requires a culture of character and competence.

What is Positive Psychology?

- The concept of Positive Psychology has become increasingly influential in the past two decades. The emphasis on the concept is largely attributed to Martin Seligman who chose it as the theme of his term as president of the American Psychological Association in 1998.
- According to the Positive Psychology Institute, "Positive Psychology is the scientific study of human flourishing, and an applied approach to optimal functioning. It has also been defined as the study of the strengths and virtues that enable individuals, communities and organizations to thrive."

What is Positive Psychology?

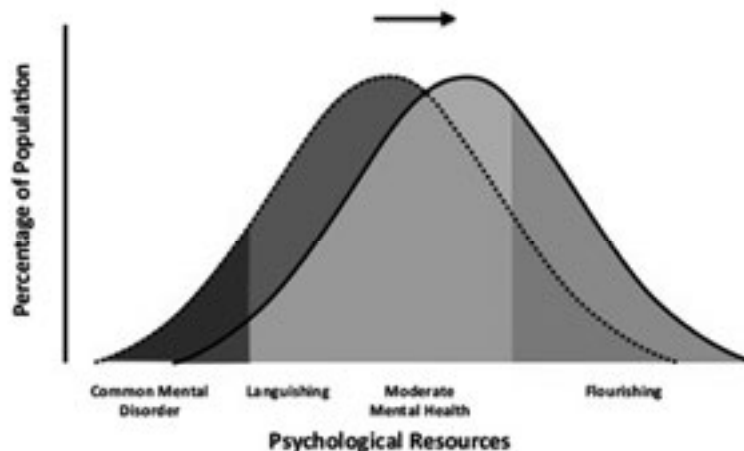
- Positive Psychology suggests the field of psychology should not be limited to healing pathology but should include a scientific approach to considering the factors that contribute to a “life worth living.”
- Positive Psychology has expanded the mission of the field of psychology and the research that has emerged provides insights into what allows people to enjoy pursue greater happiness in life.
- Positive Psychology is not “Happyology” as it does not just seek a pleasant life or more positive emotion. It is the pursuit of a good and meaningful life.

What is Positive Psychology?

According to Martin Seligman’s 2004 TED Talk, “The New Era in Positive Psychology”, Positive Psychology should be:

1. as concerned with strengths as weakness
2. as interested in building the best things in life as in repairing the worst
3. as concerned with making the lives of normal people fulfilling and with nurturing high talent as with healing pathology.

Moving Towards Flourishing



Source: Felicia Huppert, Cambridge Wellbeing Institute

What is Positivity?

Positivity is defined as
“maintaining a good attitude,
even when faced with difficulty.”

Why is Positivity Important to Ethical Decision Making?

- According to the Gallup's, State of the American Workplace, 2013:
- My supervisor ignores me: 57% Not Engaged, 40% Actively Disengaged, 2% Engaged
- My supervisor focuses on my weaknesses or negative characteristics: 33% Not Engaged, 22% Actively Disengaged, 45% Engaged.
- My supervisor focuses on my strengths or positive characteristics: 38% Not Engaged, 1% Actively Disengaged, 61% Engaged.

Approaches for Staying Positive in the Face of Adversity

- See the big picture (don't have tunnel vision).
- Be intentional (protect your brain).
- Stay connected to what matters most (contribute to the well-being of others).

Practical Tools for Dealing with Negativity in the Workplace

- Express Gratitude (Be specific).
- Focus on Strengths (Consider what is working).
- Set Goals (Continual and Terminal).
- Stay Connected.

BOLT DOWN

START	STOP	CONTINUE

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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.



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