

# The Oklahoma Business Ethics Consortium



PROMOTING OKLAHOMA VALUES OF INTEGRITY AT WORK SINCE 2003!

BE THE DIFFERENCE · WWW.OKETHICS.ORG

## AGENDA • MAY 16<sup>TH</sup>, 2018 • OKC CHAPTER

**I. Welcome** — Jim Priest  
CEO, Sunbeam Family Services  
OK Ethics Board of Directors

**II. Guiding Principle** — Jim Priest

**III. Volunteer Recognition** —

Shannon Warren

OK Ethics Founder/CEO

(See page 2 for a list of volunteers to be honored today.)

**IV. Upcoming Events** —

Shannon Warren

• June 13 – "Discovering The Truth"

Panel featuring Ted Streuli, Tim Hast, Dick Pryor, Cherokee Ballard

**V. Discussion Topic** —

Shannon Warren

So that each person at your table has an opportunity to share their insights, please keep comments brief and on track when participating in the table discussions.

Each of us is responsible for the continuous development of character. To that end:

1) Personally, what helps you build your "ethical muscles" and inspires you to do the right thing?

2) Collectively, what tends to be the biggest stumbling block in our journeys to build our character?

**VI. Introduction** — Mike O'Neal

President Emeritus, Oklahoma Christian University

**VII. Keynote** — Thomas Hill III

CEO, Kimray, Inc.

"Recovering Leadership: Creating a Healthy, Purposeful and Energizing Workplace Culture"



**BONUS: Book signing of NEW release immediately following presentation.**

Cost is \$25 per book; make checks payable to Monocle Press.

### UPCOMING EVENTS

## DISCOVERING THE TRUTH

— PANEL FEATURING —

**Ted Streuli**

Associate Publisher for The Journal Record

**Cherokee Ballard**

ONE Gas; Manager, Distribution Company Communities

**Tim Hast**

Executive Coach with Encore Life Skills

**Dick Pryor**

General Manager for KGOU and former news anchor for OETA.

## JUNE 13

## SUMMER BREAK IN JULY.

## RESUME IN AUGUST.

## STAY TUNED!

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

**CPE Recommendation:** Program is recommended for .5 credit in Human Resources and .5 credit in Ethics at the basic level for CPA's responsible for ensuring ethical behavior, either formally or informally, in the workplace. (Total = 1.0 CPE) Emphasis is on cultivating character traits of truthfulness, humility, respect and self-control. This is a non-technical learning activity that contributes to the general, professional competence of a CPA. It is the responsibility of the individual CPA to make the determination as to relevance to his/her individual practice.

**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



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

## HELP! VOLUNTEERS NEEDED

Time Commitment:

**3 hours**  
per month

**Pay: \$0**

### Qualifications:

Pleasant, helpful, gracious and reliable. Must be an enthusiastic OK Ethics member

### Benefits:

Priceless Appreciation for achieving OK Ethics vision

### Interested? Contact These OK Ethics Leaders:

Volunteer Coordinator: **Sally Boyd** at (405) 272-1858 or via email at SBoyd@wdoil.com

Ambassador Team: **Daniel Yunker** at dyunker@kimray.com

### AGENDAS:

Many thanks to the volunteers from **Metro Technology Centers** who provide our monthly agendas.



### SPECIAL VOLUNTEER RECOGNITION:

Every year, OK Ethics recognizes individuals who have consistently volunteered throughout the year.

<b>Sally Boyd</b>	<i>Walter Duncan, Inc.</i>	<i>Volunteer Coordinator</i>
<b>Cheryl Campbell</b>	<i>Metro Technology Centers</i>	<i>Agendas</i>
<b>Thad Chance</b>	<i>Accounting Principals</i>	<i>Ambassador</i>
<b>Aleena Chaudry</b>	<i>Devon Energy</i>	<i>Ambassador</i>
<b>Lucius Crandall</b>	<i>SandRidge Energy</i>	<i>Registration</i>
<b>Dr. Deborah Hills-Burroughs</b>	<i>Langston University - Retired</i>	<i>Ambassador</i>
<b>Valorie Hodges</b>	<i>Valir</i>	<i>Ambassador</i>
<b>Wendy Imes</b>	<i>Duncan Oil</i>	<i>Ambassador</i>
<b>Ericka Mason</b>	<i>Metro Technology Centers</i>	<i>Agendas</i>
<b>Mark Neumeister</b>	<i>D.R. Payne &amp; Associates, Inc.</i>	<i>Registration Chairperson</i>
<b>Jamie O'Brien</b>	<i>Strata Leadership</i>	<i>Facilities</i>
<b>Marvinette Ponder</b>	<i>Devon Energy</i>	<i>Prepaid Registration Team Leader</i>
<b>Bobby Redinger</b>	<i>McGladrey LLP/ Cole &amp; Reed</i>	<i>Ambassador</i>
<b>Bertha Robinson</b>	<i>Metro Technology Centers</i>	<i>Agendas</i>
<b>Gerald Scott</b>	<i>Metro Technology Centers</i>	<i>Agendas</i>
<b>Tony Scott</b>	<i>Heritage Trust Company</i>	<i>Ambassador</i>
<b>Tiffany Starnes</b>	<i>Devon Energy</i>	<i>Registration</i>
<b>Kim Sun Young</b>	<i>Devon Energy</i>	<i>Registration</i>
<b>Dr. Kathy Terrell</b>	<i>University of Central Okla (Retired)</i>	<i>Ambassador</i>
<b>Bill Turner</b>	<i>Valir</i>	<i>Ambassador</i>
<b>Mary Vaughn, CPA</b>	<i>Registration</i>	<i>Assistant Chairperson</i>

### 2018 OK ETHICS STATEWIDE COMMUNITY IMPACT AWARDS JUDGES:

<b>Susan Blair</b>	<i>Citizen Potawatomi Nation</i>
<b>Dr. Gavin Enck</b>	<i>Integrus Health</i>
<b>Kitt Lechter</b>	<i>Better Business Bureau</i>
<b>Sherry Nelson</b>	<i>WPX Energy</i>
<b>Bill Turner</b>	<i>Valir Health</i>
<b>Oscar Womack, Jr.</b>	<i>Coherent Contracts, LLC</i>

### OTHER INITIATIVES:

<b>Jalisha Petties*</b>	<i>Accounting Principals</i>	<i>Senior Member Care Team Member</i>
<b>Susan Loftin*</b>	<i>Parker Lynch</i>	<i>Member Care Team Member</i>
<b>Creative Photo Video Inc.*</b>		<i>Videography</i>
<b>Brad Holt*</b>	<i>Factor 110</i>	<i>Nametags</i>
<b>Phillip Grimes*</b>	<i>The Creative Guy</i>	<i>Agenda Design</i>

\*Paid Service Provider

### MANY THANKS TO OUR HORIZON MEMBERS:



*OK Ethics is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.*

# OK ETHICS BOARD OF DIRECTORS



**SHANNON WARREN**  
*Founder/CEO*  
 Warren Consulting LLC



**TRAVIS JONES**  
*Tulsa Chapter Leader*  
 Career Development Partners



**DAVID MAYFIELD**  
*Treasurer*  
 David Mayfield, CPA, PLLC



**LYNDA MOBLEY**  
*Vice President, Membership*  
 ONE Gas



**DANIEL YUNKER**  
*Vice President, Public Relations*  
 Kimray, Inc.



**BRANDON PECK**  
*Vice President, Risk Management*  
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**SHANNON HIEBERT**  
*Vice President, Mentoring & Education*  
 Enterprise Holdings



**BOB BYRNE**  
*Chief Diplomat*  
 USAF, Boeing (Retired)



**SHERRY NELSON**  
*Vice President, Compliance*  
 WPX Energy



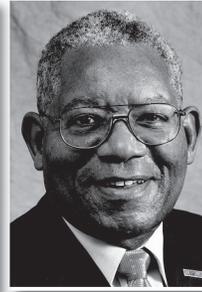
**STEPHANIE CIPOLLA**  
*Director*  
 Cherokee Nation Businesses



**MYRNA SCHACK LATHAM**  
*Founding Member*  
 McAfee & Taft Law Firm



**JIM PRIEST**  
*Director*  
 Sunbeam Family Services



**OSCAR WOMACK**  
*Director*  
 Coherent Contracts

## VOLUNTEERS ARE VIP'S



### Want to get involved?

OK Ethics is a volunteer-driven organization. If you would like to join other like-minded business leaders in promoting integrity at work, we invite you to call (405) 858-2233 or email [okethics@okethics.com](mailto:okethics@okethics.com) for opportunities.

## HALL OF FAME

### Director Emeritus Members

*We honor these individuals who have contributed so much to the success of OK Ethics. As non-voting emeritus members, we still rely on their wisdom, organizational knowledge, commitment to OK Ethics Guiding Principles and historical perspectives.*



**JANICE DOBBS**  
*Director Emeritus, Founding Member*  
 Devon Energy Corporation (Retired)



**LYNN FLINN**  
*Founder, Tulsa Chapter*  
 The Rowland Group



**ROB MARTINEK**  
*Director Emeritus*  
 The Bama Companies (Retired)



**VALERIE FRIED**  
*Director Emeritus, Founding Member*  
 Chicago Title



**GARYL GEIST**  
*Director Emeritus; Past President*  
 The Dean McGee Eye Institute



**KELLIAN SCHNEIDER**  
*Director Emeritus*  
 FullForce Marketing & Brand Development

## UPCOMING EVENTS

# DISCOVERING THE TRUTH



**Ted Streuli**

*Associate Publisher  
for The Journal  
Record*



**Cherokee Ballard**

*ONE Gas; Manager,  
Distribution Company  
Communities*



**Tim Hast**

*Executive Coach with  
Encore Life Skills*



**Dick Pryor**

*General Manager for  
KGOU and former news  
anchor for OETA.*

Stay tuned as details unfold for this interactive session to hone skills on discerning the truth - whether in person, on social media or in the news. Topics covered will include finding trustworthy sources, civil conversation, alternative facts and the responsibility of being an educated citizen.

A panel will lead this important forum. Committed presenters include Ted Streuli, Associate Publisher for *The Journal Record*, Cherokee Ballard, Manager, Distribution Company Communities with ONE Gas, Tim Hast, Executive Coach with Encore Life Skills and Dick Pryor, General Manager for KGOU and former news anchor for OETA. Please note that, in order to facilitate greater interaction among attendees, we will not provide reserved corporate tables for this special event.

Normally, OK Ethics does not offer a program in June or July, but is doing so this time because of the cancellation of the event in February due to icy road conditions. This is included in the OKC membership benefits, so discounts apply.

**RECOMMENDED FOR  
1 CPE IN ETHICS**

**JUNE 13**

**SUMMER BREAK IN JULY;  
RESUME IN AUGUST.  
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# THOMAS HILL

## CEO of Kimray

### "RECOVERING LEADERSHIP: CREATING A HEALTHY, PURPOSEFUL, AND ENERGIZING WORKPLACE CULTURE"

#### About Our Presenter

Thomas Hill III is chief executive officer of Kimray. As the grandson of Kimray's founder, Garman Kimmell, Thomas grew up around the family business and manages the family-owned company with a sense of stewardship and heritage.

In 1948, Kimray revolutionized pressure regulation in the oil and gas industry by introducing a three-inch pilot-operated back pressure regulator. The company has since grown to be a globally-known manufacturer of a comprehensive line of reliable, smart, and inventive American-made control equipment for safely and efficiently producing oil and gas. Having worked in virtually every department, Thomas has an intimate knowledge of the processes and people involved from start to finish.

Thomas earned a bachelor's degree in mechanical engineering at Oklahoma State University, and he is co-founder of several running events including the Oklahoma City Memorial Marathon, the Redman Triathlon, and the Mother Road 100. In 2018, he authored the book *Recovering Leadership: Musings of an Addict Leader* which tells the story of his rise to leadership, personal failure, and road to recovery.

Thomas grew up in a high-performing family, which shaped his belief that people are worth what they can accomplish. This sent Thomas on a long and unfulfilling journey of pursuing success by constantly doing bigger and better things. Life eventually spun out of control, and Thomas hit rock bottom. Unfortunately, this meant Kimray hit rock bottom at the same time.

Thomas's story does not end there. Through significant pain and loss, he began the long and difficult road of recovery that transformed his life and leadership. Today, Thomas enjoys sharing his story with others who can benefit from the lessons he has learned. He is committed to carrying the message Recovering Leadership to other "addict leaders" and practicing these principles in daily life.

Thomas and his wife, Rebecca, have been married since 1986 and have six children. You can read his "Monday Musings" on life and leadership at [recoveringleadership.com](http://recoveringleadership.com)

#### About the Program

In this session, Thomas Hill will speak about creating an ethical workplace culture where people are respected because of their intrinsic value as a human being. As Thomas shares his own story of success, failure, and recovery, other leaders will be challenged to evaluate their personal beliefs about human dignity and how this translates to corporate culture. Questions include:

- "Who is benefitting from your leadership—you, or the people you serve?"
- "Are you obsessed about and feel the need to control every situation?"
- "Do you feel a constant need to achieve or win?"

These are signs of an "addict leader," which often involves using power, success, and control as a type of "drug," much the way substance addicts use their drugs. While not as immediately destructive as drug or alcohol abuse, addict leaders exhibit addictive and controlling behaviors that ultimately damage themselves and the people around them. As with all addictions, addict leadership left unchecked will lead to death—including death of relationships and culture.

Thomas Hill was an addict leader who hit rock bottom and had to find a new way to live and work. In his recovery, and in the recovery of the organization he leads, Thomas learned where his real value comes from and how to properly value and care for others.

Thomas's story is personal, but it is also corporate. Just as people have unmanageable belief systems and lives, organizations often have toxic cultures that suck the life out of their team members. During this session, Thomas will offer practical insight into creating a positive workplace culture where people find meaning and connection in their work and relationships. As a recovering leader, Thomas is committed to this new culture—a new life if you will—that is energizing, healthy, and purposeful.

In recovery, people share their stories to help others in their recovery and to remind themselves of the way things were, what happened, and the way things are now. This is why Thomas shares his story—so that listeners and readers can evaluate their own beliefs and behaviors so they can open a door of recovery for themselves and the people they lead.

#### 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 [okethicsadmin@okethics.com](mailto:okethicsadmin@okethics.com) or [okethics@okethics.com](mailto:okethics@okethics.com) or call (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](http://okethics.org) for resources, videos, articles and to see who's who.**

*Connections to OK Ethics:* Kimray is a founding member of OK Ethics. It is also one of the rare two-time recipients of the OK Ethics Compass Awards (2015 and 2010) and was the 2018 Community Impact Award Honoree for the Cultural Impact Category. Tom Hill, Thomas's father, was the first recipient of the OK Ethics Executive Pilot Award in 2010. We are thankful for their leadership in the community and support of OK Ethics.

# 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](http://okethics.org) for resources, videos, articles and to see who's who.**



**Like us on  
Facebook.**

