

BEST PRACTICE FORUM AGENDA 2018

BUILDING A RESPECTFUL WORKPLACE NOV 6–7, 2018

TUESDAY, NOVEMBER 6, 2018

7:30 AM – 8:15 AM	REGISTRATION & CONTINENTAL BREAKFAST
8:15 AM – 8:30 AM	MEETING WELCOME
8:30 AM – 9:00 AM	<p>GETTING STARTED: E&C IN THE #METOO ERA</p> <ul style="list-style-type: none"> Patricia J. Harned, Ph.D., CEO, Ethics & Compliance Initiative <p>Last year when a number of high profile women spoke out about egregious acts of sexual misconduct they had experienced, not only did they inspire similar acts of courage and activism; they highlighted the dire need for respect in the workplace. We'll begin our day with new research by the ECI about the current state of respect at work, and we will identify the role, and the goal, for E&C in the current environment.</p>
9:00 AM – 9:45 AM	<p>WHY DO WE HAVE DISRESPECTFUL WORKPLACES?</p> <ul style="list-style-type: none"> Jen Cho, EVP/GM Southwest, Weber Shandwick Leslie Gaines-Ross, Chief Reputation Strategist, Weber Shandwick <p>To further set the context for our dialogue, we'll consider the latest trends from the longitudinal research study, <i>Civility in America 2018: Civility at Work and in our Public Squares</i>.</p>
9:45 AM – 10:00 AM	BREAK
10:00 AM – 11:40 AM	<p>DELVING DEEPER INTO THE PROBLEM</p> <ul style="list-style-type: none"> Facilitator: Earnie Broughton, Senior Advisor, Ethics & Compliance Initiative <p>Panel of Experts:</p> <ul style="list-style-type: none"> Pamela J. Green, MBA, SPHR Allison Greene-Sands, Ph.D., Chief Strategy Officer, The Sexual Assault Prevention and Response Office (SAPRO) of the Department of Defense Patricia J. Harned, Ph.D., Chief Executive Officer, Ethics & Compliance Initiative Blair Marks, Director, Ethics Engagement and International Operations, Lockheed Martin Craig Neumann, Ph.D. Professor, University of North Texas <p>There are a number of complex issues that detract from a respectful workplace environment. Our experts will help us understand the challenges, so that we can begin to identify solutions.</p> <ul style="list-style-type: none"> Unconscious Bias – Sometimes the assumptions we bring to work negatively influence the way we view and interact with others. Unequal Opportunity – Some people are given more opportunities to climb the ladder of success than others. As a result, it is difficult to fit in, let alone raise a different perspective. Power & Authority – As they rise to the top, some leaders abuse their influence and do harm to others. Interpersonal Relationships – It isn't easy to define the boundaries of appropriate behavior anymore. Incidents that overstep happen every day, in every industry.
11:40 AM – 12:00 PM	ECI SPOTLIGHT
12:00 PM – 1:10 PM	<p>LUNCH PRESENTATION</p> <ul style="list-style-type: none"> Steve Prosser, Managing Director, Business Ethics and Compliance, Starbucks Coffee Company

TUESDAY, NOVEMBER 6, 2018 CONTINUED

1:10 PM – 2:30 PM	<p>HOW CAN WE ADDRESS THE ISSUES?</p> <ul style="list-style-type: none"> Facilitator: Earnie Broughton, Senior Advisor, Ethics & Compliance Initiative <p><u>Panel of Experts – continued</u></p> <p>There are a number of strategies that you can employ to address the detractors to a respectful workplace. Again, we'll hear from our experts on some of the steps you can take.</p> <ul style="list-style-type: none"> – Leveraging Company Core Values – Training & Raising Awareness – Creating Equal Opportunity & Performance Management – Managing High-risk Individuals – Monitoring & Responding to Incidents – Crisis & Reputation Management
2:30 PM – 2:50 PM	ECI SPOTLIGHT
2:50 PM – 3:10 PM	NETWORKING BREAK
3:10 PM – 3:25 PM	SPONSOR SPOTLIGHT
3:25 PM – 4:45 PM	<p>DISCUSSION & BEST PRACTICE SHARING</p> <ul style="list-style-type: none"> Facilitator: Earnie Broughton, Senior Advisor, Ethics & Compliance Initiative <p>Having identified the issues and raised some solutions, we'll discuss your ideas and questions; share best practices; and brainstorm additional solutions.</p>
4:45 PM – 5:05 PM	ECI SPOTLIGHT
5:05 PM – 5:30 PM	TRANSITION AND EMAIL BREAK
5:30 PM – 7:00 PM	NETWORKING RECEPTION

WEDNESDAY, NOVEMBER 7, 2018

7:30 AM – 8:20 AM	CONTINENTAL BREAKFAST
8:20 AM – 8:30 AM	GETTING STARTED
8:30 AM – 8:45 AM	SPONSOR SPOTLIGHT
8:45 AM – 12:00 PM	<p>FOSTERING CONSTRUCTIVE WORKPLACE CONVERSATIONS WORKSHOPS</p> <ul style="list-style-type: none"> Angelique Skoulas, Consultant, Triad Consulting Group <p>A critical element of a respectful workplace is fostering an environment where employees communicate to raise and resolve issues. Authors of the New York Times bestseller <i>Difficult Conversations: How to Discuss What Matters Most</i> will lead a hands-on workshop to help us identify and teach the strategies that lead to honest conversations and problem-solving.</p>
12:00 PM – 12:15 PM	SPONSOR SPOTLIGHT
12:15 PM – 1:25 PM	TENTATIVE LUNCH PRESENTATION – THE EMPOWER ACT 2018
1:25 PM – 1:45 PM	ECI SPOTLIGHT
1:45 PM – 2:55 PM	<p>STRATEGIC PARTNERING TO FURTHER YOUR IMPACT</p> <ul style="list-style-type: none"> Ellen Martin, VP Ethics & Business Conduct, The Boeing Company Michael Cox, VP of Global Talent, The Boeing Company <p>The effort to build a respectful workplace will be most successful if E&C can effectively partner with Human Resources, Communications, training specialists, and other lines of business to embed respect up, down and across the enterprise. What does that look like?</p>
2:55 PM – 3:15 PM	CONCLUSIONS & NEXT STEPS