Presented by the OSU Spears School of Business, the Department of Management and the Center for Executive and Professional Development

oklahoma state university
culture summit

thurs, feb 7th, 2019 | 8am-noon
tulsa downtown doubletree | tulsa, ok

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SPEARS SCHOOL OF BUSINESS
You are invited to register for the OSU Culture Summit. This half-day event is a unique opportunity for both leaders and employees who influence company culture to connect, network, and collaborate with thought-leaders and industry peers.

Discover new ways to take ownership for the culture created at your workplace, learn how to move from awareness to action with confidence, and walk away with concrete tools to advance the cultural agenda within your organization.

The OSU Culture Summit will help you:

- **Stimulate Ideation**
  Support creativity, give a voice to your people, and be open to new ways of doing things. Gain a deeper understanding of what works when initiating a culture shift in your organization.

- **Promote Collaboration**
  Increase employee engagement and build high performing teams by connecting them through a shared purpose or common goal.

- **Experience Elevation**
  Focus on your people internally and reap the rewards externally. Discover tools and techniques to help your organization build a thriving company culture.

### agenda

**7:30-8 a.m.**

**REGISTRATION**

**8 a.m.**

**WELCOME**

Bryan Edwards, Ph.D.
Joe Synar Chair and Associate Professor of Management, Spears School of Business, OSU, Stillwater, OK

**8:15-8:45 a.m.**

**THE HILTI CULTURE IS A JOURNEY: SUSTAINING A GLOBAL CULTURE OVER DECADES**

How does Hilti’s “caring and performance oriented” culture coexist and thrive? How does Hilti manage growth, globally, while concurrently keeping the culture intact? With 28,000 team members in 120 countries (3,600 in North America), what has to happen to stay true to the founder’s vision for the company?

Karl Neumaier
Chief Operating Officer, Hilti Inc., Tulsa, OK

**8:45-9:15 a.m.**

**“ARE WE HAVING FUN?”**

*Is a successful business defined by its profit numbers? Is it defined by the global footprint of the company? Is it defined by a list of customers on the books? While these are all important to keeping the lights on, Behfar Jahanshahi of InterWorks believes success is in doing great work with people you enjoy being around. In this session, he’ll discuss why his definition of success is answered with a single question, “Are we having fun?”*

Behfar Jahanshahi
Chief Executive Officer, Interworks, Inc., Stillwater, OK
9:15-9:45 a.m. WAKING UP TO UNCONSCIOUS BIAS: HOW TO BUILD COMMUNITY ACROSS DIFFERENCES
Most informed leaders have learned about unconscious bias and heard that everyone has it. So what does the conscious leader do to overcome unconscious biases? Wake up! The goal of this session is to help leaders go beyond the pitfalls of unconscious biases. In this session, we will uncover methods that conscious leaders can use to overcome the attitudes, blind spots and roadblocks that they stumble into when they approach the world on autopilot. We will explore the body of knowledge on organizational behavior to examine everyday tools that can unlock leaders’ potential to be self-aware, to be mindful of their biases, and to engage their peers, clients and others with eyes wide open.

Lex Smith Washington, Ph.D
Assistant Professor, Department of Management, Spears School of Business, OSU, Stillwater, OK

9:45-10 a.m. BREAK

10-10:45 a.m. CONNECTIVATION: CONNECTION THROUGH INNOVATION
Learn how utilizing improv in your corporate culture breaks barriers and fosters trust for a more engaged and collaborative team.

Kristy K. Boone
Corporate Improvisation Session with Premium Impact, LLC, Oklahoma City, OK
Session co-facilitated by Jonathan Welliver

10:45-11:30 a.m. BUILDING A WINNING COMPANY CULTURE: SUCCESSES AND CHALLENGES
Panelists will address how culture has been built or changed or influenced and share the challenges that have been presented along the way.

Lex Smith—OSU Moderator
Brice Habeck, Benefits, Training and Development Manager, QuikTrip, Tulsa, OK
Justice Waidner Smith, Manager of Diversity and Inclusion, ONEOK, Inc., Tulsa, OK
James Walker, Owner/Operator, Chick-Fil-A, Stillwater, OK

11:30-11:45 am.. WRAP UP AND ADJOURN

Noon-1:30 p.m. TULSA BUSINESS FORUM (OPTIONAL)
Daniel Coyle
NY Times Best-Selling Author of The Culture Code: The Secrets of Highly Successful Groups
Kristy K. Boone | Kristy is the Founder of Premium Impact, LLC, a sales, marketing, and event-consulting service company. She has worked as the VIP Builder and Developer Manager for Cox Communications, and as Community Outreach Specialist for Ideal Homes. She has served on the Board of Directors for Downtown OKC Lions Club and on the Advisory Council for the Cox Connects Foundation, as well as the Resource Board for BBBSOK and the Leadership OKC Alumni Board. She currently resides on the Freedom School of OKC board and is the chair-elect of the Oklahoma Virtuosi board. Kristy has trained with multiple improv camps, including Hideout Theatre in Austin, UCB, and with instructors from Second City. She performs musical and comedic improvised theatre, and hosts corporate improv-based workshops.

Brice Habeck | Brice’s team creates leadership and development programs to meet the needs of our ever growing and changing corporate environment. Brice also manages this Health Plan and team which internally processes more than 120k health claims each year. Brice and his team have contracted directly with ACO and Hospital systems through risk baring, quality incentivized, and capitiated contracts resulting in an internally managed HMO.

With 15 years previously in Operations, Brice has spent the last 6 years in HR. Brice is passionate about the health and wellness of the QuikTrip family as well as the Tulsa Community and actively participates on the Board of WellOk, a nonprofit organization designed to improve quality and the delivery of Healthcare.

Behfar Jahanshahi | Behfar Jahanshahi, CEO/President of InterWorks, has always stood by his single-point business plan that asks, “Will we have fun doing this?” After over twenty years in business, it appears this simple model is working very well. Starting out as a one-man IT networking shop working with a few friends, InterWorks has grown into a top regional solutions provider and global data consulting force. The same enjoyable, people-focused approach continues today as Behfar and InterWorks thrive with employees, clients and partners enjoying what they do around the globe.

Karl Neumaier | Karl is Chief Operating Officer for Hilti North America. He is based in the Tulsa Operations Center, where Hilti has almost 500 team members. Karl joined Hilti in 2010 as Vice President of Logistics, before being promoted to COO in 2015. He has BS degree in construction management and an MBA, both Michigan State University. Karl is currently a board member at the American Red Cross Northeast Oklahoma Chapter, the Tulsa Area United Way and the Tulsa Regional Chamber. The global Hilti Group has more than 28,000 employees in 120 countries.

Alexis Smith-Washington, Ph.D. | Lex is an Assistant Professor of Management in the Spears School of Business at Oklahoma State University. She has presented seminars to such organizations as Employee’s Group Assurance Division, Oklahoma District Attorney Council, Oklahoma Municipal Court Clerks, and QuikTrip. Her areas of expertise span workplace issues such as gender, diversity and status, politics and influence, as well as the design and utility of health and safety training interventions. Dr. Smith-Washington received her doctorate in Organizational Behavior at the A. B. Freeman School of Business at Tulane University and her bachelor’s degree in psychology from Rice University.

Justice Waidner Smith | Justice is the Diversity and Inclusion Manager for ONEOK, a Fortune 250 energy company. She has worked in the field of culture and inclusion for more than 15 years. Justice earned a B.A in Social Identity Theory and Writing from Hampshire College in Amherst, MA and a M.A. in Intercultural Leadership and Management from the School for International Training Graduate Institute in Vermont.

Named by Tulsa People and Tulsa Business Journal as a 40 Under 40 recipient, Justice has served on the boards of the Tulsa Area Human Resources Association (TAHRA) as the VP of Diversity, Camp Fire, Center for Individuals with Physical Challenges, YWCA Tulsa and Teach for America. Last year, she was named one of Diversity MBA magazine’s “Top 50 Emerging D&I Leaders.”

James Walker | James is currently the Owner/Operator of the Chick-fil-A Franchise in Stillwater, OK. As part of the Chick-fil-A organization for over eight years, he has served as a local team member and on staff with Chick-fil-A Corporate in Atlanta, GA. Before pursuing a career with Chick-fil-A, James served in full-time vocational ministry. He holds a Bachelor’s Degree from East Texas Baptist University and a Master’s in Discipleship from Liberty University.

James and his wife, Jennifer, are celebrating the birth of their first child, Ward. Originally from Texas, the Walkers are excited to call Oklahoma home, and they look forward to raising their family and planting roots in the OSU/Stillwater community.
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   Registration includes materials and refreshments. Lunch included if registered for the Tulsa Business Forum featuring Daniel Coyle, 12 noon-1:30 p.m., The Culture Code: The Secrets of Highly Successful Groups

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