



ROTARY CLUB OF APPLETON GUSTO

Service Above Self

November 29th, 2016 Upcoming Programs

December 6th, 2016 **NO MEETING**

December 13th, 2016 **FOX BANQUETS**

NFP Roundtable Discussion
Thought of the Day: Jan
Smith

Officers 2016-2017 **President**

Jennifer Stephany

President-Elect Chad Hershner

Past Prsident B. S. Sridhar

Secretary Gary Hermsen

Treasurer Nancy Leipzig

Directors Sonia Barham Andrew Micheletti Jake Woodford John Nygaard Mary Downs Jenni Eickelberg Andrew Dane Amy Flanders

Sergeant-At-Arms Dan Flannery

Rotarian of the Year Nancy Leipzig Tom Boldt

Admin. Assistant Meghan Warner Phone 205-5255 rotaryappleton@gmail.com

Membership – 146

Downtown Gusto
Meghan Warner, Editor
Dist. 6220, Club 2656
P. O. Box 703
Appleton, WI 54912
www.appletonrotary.org

ETHICS IN BUSINESS PANEL DISCUSSION

For the past 100 years, the Appleton Rotary Club has been a cornerstone organization in the Fox Valley community comprised of business leaders who subscribe to a nonpartisan and nonsectarian ethical guide, The Four-Way Test, in their personal and professional relationships. Of the things we think, say or do, we ask these questions:

1. Is it the TRUTH?
2. Is it FAIR to all concerned?
3. Will it build GOODWILL and BETTER FRIENDSHIPS?
4. Will it be BENEFICIAL to all concerned?

In a national environment where the ethical practices of businesses are called into question on a daily basis, The Four Way Test is more relevant than ever. The Appleton Rotary Club is hosting a panel discussion comprised of local business leaders about how both the discussion of ethics and practice of ethics is integrated into work life. Explore with fellow leaders how to set the ethical tone of your organization from the top.

PANELIST

Omar Atassi, M.D. is a board-certified in Urologist with Wisconsin institute of Urology.

Wilson R. Jones is the president and chief executive officer (CEO) of Oshkosh Corporation

Dr. Susan May serves as the president and chief executive officer for the Fox Valley Technical College

Question 1: What process do you use when faced with making an ethical decision?

Dr. May- Every situation is different and you need to gather all the facts and consider actions and impacts of choices. You need to remain open minded and fair to everyone involved. Talk through the situation with trusted advisors and do what's right – Most right thing to do.

Dr. Atassi- Do not hesitate to discuss with other who you trust and trust their input. Dr. Atassi said he needs to be able to explain it to his 18 year old son. If he cannot explain it to him it is not the right decision.

Mr. Jones- At Oshkosh Corp they follow the code of ethics. They provide annual training and believe in doing things the right way. They stay true to their core ethics and core values. When making a decision they often ask, what would this look like in the paper headlines?

Question 2: How can reward or compensation systems be designated to promote productivity and ethical conduct?

Dr. May- Try to avoid deep competition between employees. You need to find ways to expand the pool. Design systems with collaborative components for TEAM environment not individual. Build multiple levels of appovement.

Dr. Atassi- This is a subject discussed a lot. Maybe there's a situation where you can get the employees together to discuss and recognize the ethical problems. Demonstrate what's right and what's wrong.

Mr. Jones- This is part of who we are as an organization. This is a team effort and it's about being part of a team.

Question 3: How do you manage a situation when you discover a decision was made that may have been less than ethical?

Dr. May- First get the facts and then seek to understand right from wrong. Make adjustments and changes to fix the situation. Do what you can do to make adjustments look and the people involved and what went wrong.

Dr. Atassi- After due process you need to make a decision to let them know it is not tolerated. You need to create a bright line.

Mr. Jones- Seek to understand the situation as fast as you can. Be ahead of it if possible and be proactive.

Question 4: In your experiences, what is the most important change and organization/business can make to prevent ethical misconduct?

Dr. May- Observe what is rewarded and what is not. The leader has to build that culture and instill. Set the example from the top for the employees to follow.

Dr. Atassi- It is important that it's clear this is how you run the business and you want it to be this way. 4 Way Test- leading to change-starts with behavior. Part of value proposition and what you bring to your work. Demonstrating to patients is critically important

Mr. Jones- Focus on it. Help the organization to understand. Is it part of your culture? Use Core Values and continue training on what is ok and what is not ok. Communication is key.

ANNOUNCEMENTS

- Beginning on January 10, 2017 our meetings will be held at Riverview Gardens.
- We are very excited to introduce our new Rye Exchange student. Her name is Giuliana (Guli) Bonzi, who is from Barranqueras. Giuli is 16 years old she is one of 4 children .She is attending Kimberly High School. Rye want to make this a great experience for her and we need your help. This would be a great opportunity to give her and your family a chance to experience another culture. Invite her into your home for a simple family meal or a family night of games, take her to a sporting event (she love basketball) bring her to a concert or play, she plays piano, guitar and sings. The opportunities are as endless as your imagination, skiing, skating, bowling, sugaring (maple syrup). We would also like to see her involved in some volunteer opportunities. Please help us make this a memorable experience for Guli.

DECEMBER 6TH – NO MEETING

GUESTS, VISITORS AND MAKE-UPS

Visiting Guests this week were Dr. Omar Atassi, Dr. Susan May, Wilson Jones with the Club and Gary Cebulski with Jennifer Stephany

There Were No Visiting Rotarians this week.

There Were No Make ups this week

2016 HOLIDAY CELEBRATION ANNOUNCEMENT

The holiday season is here and it is time once again for the annual Rotary Holiday luncheon hosted by the Holiday Celebration Committee. This year's event will be **held at the Radisson Paper Valley Hotel** on Tuesday, December 20 from 11:30 to 1:00pm. Entertainment will be provided by the Neenah High School Madrigal Singers. **Please sign up at the registration table starting November 22nd so we have an accurate count of Rotarians and guests.** You may also email your RSVP to Meghan at rotaryappleton@gmail.com . **RSVP or sign up by Dec. 16th!** There will be a \$12.00 charge for guests and "attendance not required" members.

As is our holiday tradition, we will again collect cash donations and items for those in our community who are less fortunate. This year's charitable recipient is the Fox Valley Warming Shelter. Donations of cash and goods will be collected at the Holiday Lunch. Below is a "Wish List" of items provided by the Fox Valley Warming Shelter:

1. CASH- Checks can be made to Fox Valley Warming Shelter. We collect no fees from sales or service and have no guaranteed funding from year to year. Every dollar is greatly appreciated!
2. Ear Plugs! (Can be purchased at Harbor Freight, [3325 W. College Ave. Item 96365](#)) or any hardware store. Clients use ear plugs every night to drown out the snoring and other night sounds that come from sharing the floor with 60 people sleeping on mats.
3. Gift cards to Walmart, Fleet Farm or Shopko to give to clients for essential items, such as steel toed shoes
4. Fast food gift cards (Taco Bell, [Cousins Subs](#), McDonalds, Burger King, etc.)