



# ROTARY CLUB OF APPLETON GUSTO

Service Above Self

## March 14, 2017 Upcoming Programs

### March 21, 2017 RIVERVIEW GARDENS

Wild Ones

**Thought of the Day:** Karen Laws

### March 28, 2017 RIVERVIEW GARDENS

Where WI ranks in Math

**Thought of the Day:** David Weiss

### Officers 2016-2017 President

Jennifer Stephany

### President-Elect

Chad Hershner

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Gary Hermsen

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Nancy Leipzig

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Amy Flanders

### Sergeant-At-Arms

Dan Flannery

### Rotarian of the Year

Nancy Leipzig  
Tom Boldt

### Admin. Assistant

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### Membership – 147

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## ETHICS IN BUSINESS YOUNG PROFESSIONALS

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. Explore with fellow leaders how to set the ethical tone of your organization from the top.

### PANELIST

**Amanda Jacobson** is the Director of Concordia University's Appleton Accelerated Learning Center. Her roles include operations management, student advising, staffing, budgeting and training.

**Chris Wise** is the President at All About Packaging here in Appleton. All About Packaging is a custom designed packaging company specializing in thermoformed clamshells, slide blister and seal blister packs.

**Keenan Meitner** is a financial representative with Thrivent Financial. His areas of expertise are retirement income planning, estate and legacy planning, retirement accumulation.

### **1: What process do you (personally) use when faced with making an ethical decision?**

**A:** Collect all the facts about the situation. She likes to ask herself if she can live with the decision and at the end she likes to have a clear confident explanation of the decision.

**K:** What is in the best interest of the client. He likes to take the time to find multiple solutions and go through the pros and cons. He comes up with observations and finding solutions.

**C:** 1. Wisdom, gather enough information 2. Integrity, are you going to do what you said you were going to do. 3. Self-discipline, always a way to make that slippery slope and make right decisions. 4. Enthusiasm, you have to enjoy what you do and have fun.

### **2: How can reward or compensation systems be designed to promote productivity and ethical conduct? Do these exist in your workplace?**

**C:** Chris works in manufacturing and there are lots of people in different jobs. They have large team building events and monthly meetings where they set goals. Also, they live by the corporate values.

**K:** Setting goals for individuals trying to achieve them. Wrongfully used- is it not for customers best interest. It's about how individuals go about utilizing their goals.

**A:** Caring about employees make them feel valued. Follow mission of the company and how do your values align with the mission? Live and breathe their mission which motivates them to do their work everyday.

### **3: How does your organization uphold high ethical standards of business?**

**A:** With Concordia being Christian based they try to do the right thing every day and they have less struggle in this area. Use Code of Conduct and provide Ethics training.

**K:** Thrivent maintains high ethical standards and for the past 6 years it has been rated one of the Worlds top ethical companies. They have strong integrity and have many internal checks and balances. This makes sure that every movement financially is a beneficial move for the client.

**C:** Values are the shell of the company. How do we want to operate? How do we want to work with others? Are we doing this in the most honest way? They want to do everything they can to make other person successful. His company has an onsite chaplain that comes monthly and an employee assistance program. This allows employees to stay at work and deal with issues they may be facing.

### **4: In your experience, what is the most important change an organization/business can make to present ethical misconduct?**

**C:** With the decision I make will it affect: 1. Sleep at night 2. Will I see it in the Wallstreet journal 3. Can I explain it easily to my children. It's probably not the right thing to do if you can't explain it to your children.

**K:** Promoting ethical behavior and keeping it the core of what you do. Companies should have high standard of ethical behavior

**A:** Code of Conduct-sticking to it and leading by example. It needs to start from the top and go down. Live by the mission. Show appreciation for staff and create checks and balances. Hiring individuals based on alignment of the company.

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## **ANNOUNCEMENTS**

- Riverview Gardens is offering a CSA program to the Rotary Club of Appleton with a special pick up date being on Tuesdays after our meetings. If you are interested in more information please see Kelly Nutty, register online at [riverviewgardens.org/csa](http://riverviewgardens.org/csa) or grab a sign-up sheet at our next meeting.
- President Jennifer would like to invite you to attend the District 6220 conference being held at the Hampton Inn in Green Bay on May 20, 2017. This is a great opportunity to learn about all the new activities from Rotary International and share ideas about current events and activities within our District. There will be an opportunity to meet the Exchange students as well as the opportunity to hear from one of our Ambassadorial Scholars that is returning to share the story of her journey with us. Other highlights include ideas on membership, International service, planned events for our Young Professional members, and Polio efforts supported by our District. Visit the website at <https://www.ridistrict6220.org/> to reserve your spot today!
- Please welcome our newest member to the club, Kelly Nutty from Riverview Gardens.

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## **MEETING ON TUESDAY, MARCH 28, 2017**

Is Wisconsin competitive? How does our state rank with neighboring states? With the world? Learn about one strategic initiative some Wisconsin school districts have endorsed to stay in the knowledge race.

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## **GUESTS, VISITORS AND MAKE-UPS**

**Visiting Guests today were** Nathan Biledeau with Paul Hillmer, Eshalon Mayer with Kelly Nutty, Giuli Bonzi with Deborah Wetter, Amanda Jacobson, Chris Wise and Keenan Meitner with the club

**Visiting Rotarians this week were** John Wiley from Appleton Breakfast and Ryan Sterkenburg from Fox Valley Morning Neenah Club

**There Were No Make ups this week**

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**Thank you to our Panelist Chris Wise, Keenan Meitner and Amanda Jacobson. Also, thank you to Sarah Schneider for facilitating the program.**

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