

How a Twenty Year Military Career Developed Me as a Compliance and Ethics Professional

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Introduction

- Who I am



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Who I am



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Who I am



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Who I am



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I am a Pop-pop!



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Introduction (cont.)

- Twenty Year US Air Force career
- 1984---Recession---De-beaker job not for me!
- Scope Dope, Bomber Avionics, Quality Assurance, Recruiting--- IC & Mgr
- First Sergeant----HR Manager, Ethical Leader, Discipline, Guidance, Supervision, Investigations, Liaison between Unit Commander & enlisted personnel. One per Squadron.

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Introduction (cont.)

- May 2019 CEP magazine, Greg Tribuga.
- Professional Development is our theme.
- Examples of how events in my Air Force career prepared and molded me into a CEP.
- You can too... "Bloom where you grow."

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Agenda

- Core Values of the Air Force aka Code of Conduct
- Employee Engagement When The Bullets Are Flyin'!
- Leadership is Everything!
- Application...the "so what" part
- Questions/Discussion

All From The Federal Sentencing Guidelines and
The DOJ Evaluation of Corporate
Compliance Programs

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Core Values---Do the Right Thing

- History--- January 1995
- Previously--- do whatever it takes to accomplish the mission but do it the right way.
- Breaches--- My Lai in 1968, Fairchild AFB B-52 crash in 1994.
- Core Values or Code of Conduct
- ✓ ***Integrity First-Foundational Value for the CEP***
- ✓ ***Service Before Self***
- ✓ ***Excellence In All We Do***

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Federal Sentencing Guidelines

- Code of Conduct---written statement of values that is clear and understandable.
- “The organization shall establish standards and procedures to prevent and detect criminal conduct.” Federal Sentencing Guidelines 8B2.1 (b) (1)

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Recruiting Example

- Integrity is the foundational trait of a CEP.
- Anyone remember the old Goldie Hawn movie “Private Benjamin”? 1980 box office hit!
- “Twice as hard” & “Pressure Plate”
- I leaned on our code. Integrity, Service, & Excellence. It wasn’t easy, but it was the ***right thing to do.***

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Glory Hound?

- Little Things Matter



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Excellence (Integrity Demands it)

- What you do in the military impacts the nation's ability to remain free.
- Likewise, what you do now impacts livelihoods & people's lives and the Company's ability to generate a quality product.

The CEP cannot be satisfied with "good enough."

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Service Before Self

- Seeing that there is something greater than you and your own interests at work.
- “An Airman’s professional duties take precedence over personal desires”
- Your job at work is not necessarily “service”, but it can be...

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So What?

- Personal adherence to a Code creates a culture of Ethics in the workplace.
- Do you have a Code? That you have taken to your heart & mind?
- NG SOBC & QCLIPS.
- SCCE Candidate Handbook Code of Professional Ethics for CEPs.

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Employee Engagement When The Bullets are Flyin'!

- Engagement---a psychological and emotional commitment to the job.
- “Carrot Top, Carrot Top, this is Condor Crest. How do you read, over?”
- An Airman First Class making life & death decisions. I was engaged. I had to be.
- CEPs should be the MOST engaged employees!
- Engaged employees are Ethical employees!
- Are you engaged?

Employee Engagement impacts the Culture of Ethics

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Federal Sentencing Guidelines

8B2.1(a)(2)

- “An organization shall otherwise promote an organizational culture that encourages ethical conduct and a commitment to compliance with the law.”
- Engaged employees create an ethical culture.

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The Art of Leadership is *Everything!*

- “The art of motivating people to accomplish the mission.”
- Or to do whatever job your company requires of them.
- The USAF INVESTS in developing it’s leaders...indeed, even **creating** leaders.
- Laziness and the Case of the B-52 Red Ball.
- Tone at the Top, Middle, & Bottom.
- “Ethics is at the heart of leadership”- Craig E. Johnson
- 912 Active Shooter.
- “Take Care of Your People and They’ll Take Care of the Mission.”

Don’t Be Afraid To Get Your Hands Dirty!

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CEP Leaders

- CEPs should be organizational leaders, either formally or informally since we are engaged and have a Code to guide us.
- Are you a leader? How are you motivating employees to create a Culture of Ethics?
- **You are being looked at as a Leader.**
- “Be like Kool-Aid Man!”---Courtney Sander
- Set the example. Invest in your supervisors at all levels. Think outside the box, cause we know you have no budget!

CEPS ARE Leaders!

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DOI Evaluation of Corporate Compliance Programs

- “2. Conduct at the Top---How have senior leaders, through their words and actions, encouraged or discouraged the type of misconduct in question?”
- This is where ethics and leadership meet!

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Questions?

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