

FALL 2019 BEST PRACTICE FORUM **AGENDA**

NOVEMBER 5 – 6, 2019 | ATLANTA, GA

UNDERSTANDING AND PREVENTING RETALIATION IN E&C

TUESDAY, NOVEMBER 5, 2019

8:00 am – 9:00 am	Registration & Continental Breakfast
9:00 am – 9:15 am	Meeting Welcome <i>Earnie Broughton, Senior Advisor, Ethics & Compliance Initiative</i>
9:15 am – 9:45 am	The Perennial Problem of Retaliation <i>Patricia Harned, Chief Executive Officer, Ethics & Compliance Initiative</i> What makes the fall ECI BPF the perfect time and space to address retaliation, taking stock of where we are in terms of this negative and destructive behavior and what we can do together to reduce its occurrence in the workplace?
9:45 am – 10:45 am	The Current State: Retaliation in the Workplace <i>Facilitator – Victoria Sweeney, Principal, KPMG</i> <i>Panel</i> <i>Michael Camilleri, Senior Director & Associate General Counsel, United Technologies Corporation</i> <i>Wendy Evans, Senior Corporate Ethics Investigator, Lockheed Martin Corporation</i> <i>Alicia Olmstead, Global Ethics & Compliance Consultant, Dell</i> <i>Keri Wood, Director, Ethics Hotline, AETNA, Inc.</i> This session will feature a panel of ethics & compliance practitioners from the ECI Preventing Retaliation Working Group. Through their work, we will learn about the current trends in dealing with workplace retaliation, the implications for ethics & compliance, and what challenges still remain.
10:45 am – 11:05 am	Networking Break
11:05 am – 12:10 pm	The Psychology of Retaliation <i>C. Nathan DeWall, Professor of Psychology and Director of the Social Psychology Lab at the University of Kentucky</i> Revenge has been woven deeply into the fabric of individual relationships, communities and cultures for thousands of years. What do we know about why people retaliate and seek revenge based on real or imagined injustices and how can that understanding inform how we deal with it in the workplace?
12:10 pm – 12:30 pm	ECI Spotlight
12:30 pm – 1:45 pm	Networking Lunch
1:45 pm – 2:05 pm	ECI Spotlight
2:05 pm – 3:05 pm	Inside the Experience of the Reporter <i>Dana Gold, Senior Counsel and Director of Education, Government Accountability Project (GAP)</i> <i>Andrea Falcione, Principal, Rethink Compliance</i> How does one reach the point of reporting an issue? What motivates an employee to blow the whistle externally versus reporting internally? What are the factors that influence a decision to expose yourself to personal and professional risk? How can E&C develop programs and processes that support employees and protect them after they come forward? Are there ways to identify a situation or an employee at risk?
3:05 pm – 3:30 pm	Networking Break

3:30 pm – 3:45 pm **Sponsor Spotlight**

3:45 pm – 4:50 pm **A Question of Power and Culture**

Alison Fragale, Kenan-Flagler Business School, University of North Carolina

Whether retaliation comes from peers or leaders, it often occurs in the context of a power differential between the abuser and abused. What is the relationship between power and retaliation and how can the organization build in checks on authority that address this toxic relationship? More broadly, what changes to workplace culture and the context of work itself can make retaliation a less likely response to perceived threats?

4:50 pm – 5:00 pm **Transition and Email Break**

5:00 pm – 7:00 pm **Networking Reception**

WEDNESDAY, NOVEMBER 6, 2019

7:30 am – 8:30 am **Continental Breakfast**

8:30 am – 8:40 am **Getting Started**

8:40 am – 9:00 am **ECI Spotlight**

9:00 am – 10:10 am **The Preferred Path: Prevention & Intervention**

Dana Gold, Senior Counsel and Director of Education, Government Accountability Project (GAP)

Allison Greene-Sands, Office for Diversity, Equity & Inclusion, Department of Defense

Andrea Falcione, Principal, Rethink Compliance

Robin Rohmer, KPMG

We know that High Quality E&C Programs are characterized by reduced incidence of retaliation. We are challenged to create a program and culture that prevents retaliation from occurring in the first place and, failing prevention, develop investigative protocols and escalation procedures that help us identify retaliation risks quickly and act decisively and effectively. In this session we receive a high-level overview of best practice approaches and hear from subject matter experts in the field.

10:10 am – 10:30 am **Networking Break**

10:30 am – 11:40 am **The Long Road Back: Resolution & Resiliency**

Wendy Evans, Senior Corporate Ethics Investigator, Lockheed Martin Corporation

Allison Sands Greene, Office for Diversity, Equity, & Inclusion, Department of Defense

Dana Gold, Senior Counsel and Director of Education, Government Accountability Project (GAP)

Once retaliation has occurred, the organization must respond and demonstrate accountability both to the employee and the accused. However, often repercussions from the situation extend far beyond those involved. In this session, we hear from subject matter experts in organizational recovery and individual resiliency in order to leverage our collective experience and explore new ways to help employees and the organization heal and move forward.

11:40 am – 12:00 pm **ECI Spotlight**

12:00 pm – 1:00 pm **Lunch**

1:00 pm – 2:00 pm **What Can We Learn from Theranos?**

Brad Agle, Marriott School of Management, Brigham Young University (BYU)

Tyler Schultz, CEO & Co-Founder, Flux Biosciences and Theranos Whistleblower

From its inception, Theranos has been in the news and a source of fascination. What can we learn from the Theranos story and the experience of someone who worked there. Join Tyler Shultz, widely portrayed in print and documentaries as one of the key Theranos Whistleblowers, and Brad Agle, Romney Endowed Professor of Ethics and Leadership at BYU, as we consider the circumstances that led to the collapse of a Silicon Valley multi-billion dollar technology startup.

2:00 pm – 2:30 pm **Conclusions & Next Steps**