

**Michael Tate Barkley –
Speaker, Trainer,
Author and Expert in
Ethics and Effective
Communications**



One of America's leading experts in the development of ethical corporate cultures and effective communications, Michael Tate Barkley is both a dynamic and engaging speaker and a highly sought



after trainer with a wonderful ability to inform and inspire audiences to develop and apply a personal code of ethics in order to achieve their goals. His powerful talks and results-oriented seminars on ethical decision making, ethical communications, ethical leadership and cultural awareness and respect in the workplace bring about immediate changes and long-term personal growth in all kinds of groups and individuals.

He is the author of the soon-to-be-released book, *Successful Ethical Decision Making: Get What You Want, Without Getting In Trouble*.

Tate's keynotes are engaging and entertaining while offering simple solutions for often troubling problems. He is also sought out for his practical and in-depth group training seminars. Relying on years as a university professor, Tate breaks complex theories and concepts into

easy to implement tactics that can be used by anyone in any situation, business or personal.

Tate has an undergraduate degree from The University of Texas and received his law degree from South Texas College of Law. He is a partner in his own law practice, **Bain & Barkley, A Partnership of Professional Corporations** and a founding principal of **Critical Communications, LLC**, a corporate training, speaking and seminar resource company. Tate is also an Assistant Clinical Professor for the University of Houston School of Communications where he teaches **Fundamentals of Public Speaking, Business and Professional Communications and Communications Law and Ethics**. He has been trained by the **American Society of Training and Development** and is a Certified Prejudice Reduction Trainer with the **National Coalition Building Institute**. Tate is also an Associate Member of the National Speakers Association.

Tate addresses groups of all sizes, teaching and encouraging people in the areas of ethics, cultural awareness and effective ethical communications. His clients include corporations, not-for-profits and government entities. He has trained all levels of employees in the public and private sectors, including: the U.S. Forestry Service, real estate agents, school districts and not-for-profit organizations.

**Stephen Bain...
Speaker, Trainer,
and Expert in Fraud
Prevention and Ethical
Behavior**



As a leading expert in the fields of fraud prevention and ethical behavior, Stephen Bain is an energetic and compelling speaker and a trainer who is in high demand for



his ability to inform and motivate audiences to develop corporate cultures that can prevent fraudulent behavior. His engaging talks and results-oriented seminars teach participants how to know when someone is lying; how to prevent fraud by creating an ethical corporate culture; and, how to foster ethical behavior from the top down.

Steve has an undergraduate degree from the State University of New York at Binghamton and received his law degree from the University of Houston Law Center. He is a partner in his own law practice, **Bain & Barkley, A Partnership of Professional Corporations** and a founding principal of **Critical Communications, LLC**, a corporate training, speaking and seminar resource company. Steve is a Certified Forensic Interviewer and an Associate Member of the National Association of Certified Fraud Examiners.

A seasoned trial lawyer with 19 years experience, Steve knows how to connect with audiences and

involve them in the learning process. Steve's seminars and keynotes provide true-life stories and situations that demonstrate common scams that victimize corporations, techniques to monitor and deter internal fraud and the connection between an ethical corporate culture and reduction of fraud events in an organization.

Whether you are a Manager who wants to protect the bottom line from internal theft and fraud...or a Supply-chain Manager wanting to know when a prospective supplier is on the level...or in Human Resources and want to hone your interviewing skills, Steve's seminars will provide the skills and motivation that are critical to your organization for achieving better performance from your team.

Steve's clients include leading corporations in the healthcare, banking, information technology and manufacturing industries as well as leading insurance companies and industry associations including: American National Property and Casualty Company, Enterprise Rent-A-Car, GEICO, Memorial Hermann Healthcare System, National Insurance Crime Bureau and the International Association of Special Investigative Units.

Steve's keynotes are interactive and entertaining while offering simple solutions to serious problems. He is also sought out for his practical and in-depth group training seminars.

Successful Ethical Decision Making: Get What You Want Without Getting In Trouble®



This Program Is Most Effective When Customized for the Following Audiences:

- Board Members
- Senior Management
- Mid-level Management
- Staff and Administration
- Field Employees
- Contract Employees
- New Hires

In our personal and professional lives, we are constantly faced with choices and decisions that challenge our personal ethics and affect not only ourselves but also other people. Our success in life hinges on every decision we make. The way we approach these critical decisions and the choices we make can forever change the course of our lives, the lives of the people around us and often the lives of countless others of which we are not even aware. What if top executives at Enron or Worldcom had employed a protocol for decision making that took into account the overall impact of their daily decisions on their companies, their own lives and the lives of all of their employees? *Successful Ethical Decision Making: Get What You Want Without Getting In Trouble* is a simple framework for decision making that can put you on the path to greater success in life.

In this powerful presentation, based on the book by Michael Tate Barkley, the presenter introduces a time-tested protocol for making decisions that ensures that the most ethical choice will be found and allows participants to tap into their own personal beliefs when making decisions.

In addition, participants will learn how to:

- Approach a difficult decision or dilemma with a systematic series of questions to aid in the solution process.
- Apply corporate and professional codes of ethics to the personal decision making process.
- Determine who will be impacted by the ultimate decision and how to consider all of those involved.

Based on Mr. Barkley's experiences, this seminar simplifies the concept of the fiduciary

relationship, and the duties of loyalty, obedience and care which are intrinsic to the fiduciary relationship.

Filled with humor and interactive lessons, this program is designed to be a guide for anyone, whether they are just beginning to make life's big decisions, or feel that they have made all of the wrong decisions and need to improve their life. Especially effective as a change agent in an organization where poor decision making has affected employee morale and company profits, this program is a valuable learning experience for anyone seeking to make more effective decisions and reach their true potential in life.

This talk can be customized to the specific challenges of any audience in order to deepen the impact and make the transfer of learning more powerful and long-lasting for the participants.

It is ideal for a two-hour keynote or a full-day interactive workshop. It is also effective when combined with Effective Ethical Communications®, Ethical Leadership for Managers® and/or Cultural Awareness and Respect In the Workplace®.

*** COMING SOON ***

Successful Ethical Decision Making: Get What You Want Without Getting In Trouble: The Book by Michael Tate Barkley
Clients can use this book to re-enforce principles learned by participants in this program. Quantity discounts are available.

Effective Ethical Communications: Say What You Need Without Getting In Trouble®



This Program Is Most Effective When Customized for the Following Audiences:

- Board Members
- Senior Management
- Mid-level Management
- Staff and Administration
- Field Employees
- Contract Employees
- New Hires

The inability to communicate well with others is often cited as the chief obstruction to workplace productivity and harmony. As a result, this particular program has become one of our most requested.

The pervasiveness of technology and the twenty-four hour marketplace has changed forever the way we work and interact with others. While most may adopt a code of ethics and live accordingly, often time constraints and deadlines challenge our desire for effective and ethical communications. The results of this can be destructive in both our professional and personal lives.

Based upon Michael Tate Barkley's forthcoming book of the same title, this program outlines four principles that participants can apply to their daily communications, whether written or verbal. It provides in depth discussions on the issues of honesty, brevity, patience and persuasion that both facilitate and hinder effective communications in any relationship. Simply put, the aim of this program is to provide participants with simple guidelines and tools to make them more proficient communicators so that they can ultimately become more successful in life. More importantly, participants learn to apply the concepts in *Successful Ethical Decision Making: Get What You Want Without Getting In Trouble* and the principles of the fiduciary relationship to every day scenarios so that they can achieve success in their daily interactions both in the workplace and in their communities.

Participants will be taught methodologies for achieving brief and persuasive communication that is

both honest and clear, in the following areas:

- Presentational speaking
- Interpersonal Communication
- Small Group Communication in an organization
- Interviewing
- Negotiations
- Small Group Problem-solving

This Program is designed for people at all levels of an organization from new recruits who have yet to master the subtleties of corporate interpersonal skills, to senior managers who want to improve their skills so that their vision is better understood by their team members.

This talk can be customized to the special needs and specific challenges of any audience in order to deepen the impact and make the transfer of learning more powerful and long-lasting for the participants.

It is ideal for a half-day or one-day interactive workshop. It is also highly effective when combined with *Successful Ethical Decision Making®* and/or *Ethical Leadership for Managers®* in a two-day program format.

Ethical Leadership for Managers®



This Program Is Most Effective When Customized for the Following Audiences:

- Mid-level Management
- Staff and Administration
- Field Employees
- New Hires
- Student Groups

Marketplace competition is a major driver of business ethics today. Competition applies pressure on businesses to perform, and this sometimes means cutting ethical corners to gain a business edge. However, more and more corporations are seeing their customers and communities demand that they demonstrate social responsibility and a responsible code of ethics in their business practices. This means making decisions based not only on short-term economic factors, but also on the social and environmental consequences of their activities. It also requires being sensitive to the needs of all of the stakeholders in its business operations, including employees, vendors, customers, and the broader community.

Ethical Leadership for Managers tackles the challenges that every manager faces in balancing their desire to succeed and create profit for themselves and their organizations while demonstrating ethical leadership and setting a tone for their team.

The seminar begins by addressing the fundamental issues associated with developing and maintaining an ethical organization. Through interactive exercises, participants learn how to go beyond creating the ethics policies that exist solely to meet legal and statutory requirements to reinvent their corporate culture into one that values ethical behavior in tandem with bottom-line success.

In addition, participants will learn how to:

- Lead with integrity and set the tone for employees to follow.

- Adopt an attitude of humility that will improve their personal credibility in the organization
- Create a system of accountability that includes all levels of management with specific consequences for improper behavior.
- Understand the difference between creating a Code of Ethics and fostering and ethical culture.
- Create benchmarks to measure the effectiveness of an ethics program.

This program can be custom tailored to meet the specific needs of the management group. Interviews with the client and/or management team will precede this workshop.

It is ideal for a keynote, half-day or one-day interactive workshop. It is also highly effective when combined with Successful Ethical Decision Making® and/or Effective Ethical Communications® in a two-day program format.

Ethical Communication: The Truth About Lying®



This Program Is Most Effective When Customized for the Following Audiences:

- Board Members
- Senior Management
- Mid-level Management
- Supply Chain Managers
- Sales Force
- Human Resources

Interrogation is a process we all use in daily communication,

although many do not realize it. This program is designed to take the knowledge and understanding of professional interrogators and apply these skills to daily business and personal communications. Designed by Steve Bain, a Certified Forensic Interviewer, this seminar breaks down the interrogation process to its basic core concepts, leaving participants empowered with the knowledge of understanding evasive response tactics, recognizing deceptive body language, listening for indirect confessions and setting effective traps to expose lies.

The seminar begins by providing definitions of the different types of lying with examples of each from popular culture and the media. Using clips from popular movies engages participants while teaching them the skills they will need to “expose” a lie in a real-life situation.

In addition, participants will learn how to:

- Identify and understand the motivation for deception in the workplace.
- Identify the telltale signs of lying.
- Discover the truth.
- Deter lying in an organization.

Whatever your title or job description, the skills taught in this seminar are useful both in business and personal communications. Whether interviewing potential new employees, conducting contract negotiations with vendors or questioning employees about internal fraud, participants will learn how to make the subject commit to their lie without using coercion or other more heavy-handed tactics.

This program uses a combination of media, storytelling and audience

interaction to teach these concepts and make them memorable. It is filled with humor and interactive lessons that make learning fun for all involved.

This program can be custom tailored to meet the specific needs of the management group. Interviews with the client and/or management team often precede this workshop. It is ideal for a half-day or full-day interactive workshop. It is also effective when combined with Successful Ethical Decision Making® and/or Ethical Leadership for Managers® in a two-day program format.

Cultural Awareness and Respect in the Workplace®



This Program Is Most Effective When Customized for the Following Audiences:

- Board Members
- Senior Management
- Mid-level Management
- Staff and Administration
- Field Employees
- Contract Employees
- New Hires
- Not-for-Profit Employees
- Federal and State Government Employees

Fundamental to success in our global economy is developing an understanding of the differences in cultures, people and the way they conduct business. A key element to this success is preventing the inevitable conflict that will arise in a diverse workplace.

Each year companies around the world recognize the value of work environments that foster respect among their employee relationships and its overall importance to the success of their organizations.

Cultural Awareness and Respect in the Workplace® is a program that teaches the key skills needed to cultivate a work environment that respects not only diversity, but humanity.

The seminar will begin by providing a basic overview of issues that often arise in a diverse workplace. Through interactive exercises, participants will discover their own level of knowledge and understanding of people who are “different” from themselves. By exploring the various biases in our society, such as racism, sexism, and ageism, as well as homophobia and other prejudices that impede productivity in the workplace, participants will learn to improve their cultural competencies to enhance performance. They will also learn to apply the tools of situational knowledge, communications competency and anxiety management to any situation.

The speaker will provide a legal perspective explaining the potential legal consequences of management inaction in the face of a disrespectful, biased workplace, and provide

guidelines for specific policies for avoiding lawsuits.

In addition, participants will learn to:

- Become more accepting and understanding of differences.
- Understand the effect of gossip, indiscretion and breach of confidence upon the morale and productivity of an organization.
- Minimize the influence of stereotypes and prevent conflict often caused by stereotypical thinking.
- Find alternatives to workplace behavior which offends, condescends and inhibits relationships.
- Become aware of the impact of their behavior on others and the implications for their personal success.

The program packed with information but is also filled with humor and entertainment. The speaker interacts with participants to demonstrate points and ensure that all potential issues are addressed in a non-threatening manner.

This program will be custom tailored to meet the specific needs of the group. Interviews with the client and/or management team often precede this workshop. It is best suited for a half-day or one day workshop, depending on group size.