

# Shaping the Corporate Culture™

*“Ethics is a business process that can be used to shape, manage, improve, and change the culture of your organization!”*



## Dave Kinnear

has more than 32 years of experience in the high-technology business sector and is a sought after professional speaker.

His management experience is both extensive and diverse, covering several disciplines including:

- CEO mentor in affiliation with Vistage International, Inc.
- corporate governance and business ethics
- program management
- interim executive services
- cross-functional change management
- business process improvement
- business development



*...a refreshing perspective providing clear messages and thoughtful insights.—*

David Lamar; Senior Manager, NEC Electronics

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## Ethics is a Business Process

Ever wonder why it is so hard to figure out the “fit” for an interviewee? Do you have trouble discussing how your company works or how decisions are made? Learn how to:

- Actively manage the corporate ethics process
- Achieve compliance throughout the organization
- Retain employees and build community

## Buddy, Can You Spare Some Change?

We, that is our bodies, are continuously changing; yet we often fight changes in our business processes and procedures. Help your leadership team:

- Understand the forces of change
- Manage the inevitable changes to your business
- Create a learning organization

## Technology and the Frog

What disruptive technologies threaten your business? Has your leadership team broadened its horizons enough to keep growing the business, or do they have the “well-frog’s view”? Help your leadership team find out:

- What questions are giving them insomnia
- How to build a flexible, responsive team
- Why the customer isn’t *always* right

## Climbing the Ladder

The popular press wants to convince us there is no loyalty from, or to, the employees these days. Yet, we are still productive and innovative and resourceful. Help your leadership team to understand:

- Where your employees’ loyalties reside
- How to retain enthusiastic employees
- Where the future of traditional employment is headed

Contact **dbkAssociates, Inc.™** today to schedule

**Dave Kinnear**

25422 Trabuco Rd; Ste 105-316; Lake Forest, CA 92630-2791

949-436-0222; dave@dbkassociates.com; <http://dbkassociates.com>