



BUSINESS ETHICS FORUM FELLOWS PROGRAM - 2027

Overview and Invitation to Apply for 2027 Cohort

The Business Ethics Forum (BEF) began in 2001 as a peer group of senior executives and the professionals who advise them. We sought the personal professional and intellection development to understand how to lead organizations that enabled their people to flourish and for the organizations to thrive, even amidst adversity and rapidly changing technology and commercial demands.

In 2026, we launched the BEF Fellows program. Participants build on BEF's ongoing objectives by committing to a rigorous year-long program of intellectual and personal formation through a self-study, community engagement and faculty-led workshop curriculum. Throughout their fellowship year, Fellows also attend and participate in the BEF's quarterly speaker receptions and case study luncheons, and hopefully remain engaged in the leadership of the BEF well into the future. Together, the Fellows and other BEF participants build an ever stronger foundation for ethical and effective corporate governance and commercial strategy while developing a life-long commitment to growing in the related personal virtues.

Only people create value. Organizations *use* capital, technology and other resources to accomplish that task. But it the human person who through their work that enable the organization to flourish in terms of commercial and cultural results. How executives establish governance, corporate strategies and management systems determine whether those human persons are enabled to so flourish in their work, and, through their work, they create the organization's value. Effective commercial strategy and corporate governance is enabled by how the human person guided by a sound anthropology of work and striving to live virtuously personally from the shop floor to the board room. This is especially true as the rapidly evolving capabilities of AI and the global economy challenge our assumptions about work, human dignity and the end-game for all we do. The BEF curate quarterly case study discussions and speaker reception, and now the Fellows program, to expand ecosystem of professionals with a commanding and practical understanding of this anthropology of work and the community of executives with a shared commitment to employ it in their professional work and personal lives.

The BEF Fellows program is selective, and it is a non-trivial commitment of time, intellect and expense. By applying, Fellows commit to attending all four 1.5 day workshops in Houston, complete considerable self-study curriculum and remit a \$2,500 fee to cover the cost of the various third-party online program licenses, workshop logistics and annual individual membership to the Business Ethics Forum which includes the cost of the quarterly speakers receptions and lunches. The time commitment is commensurate with being an independent director of a company, and the commitment to participate fully should be considered before submitting your application. This is your invitation to apply for the 2027 BEF Fellows Cohort if you are so committed and your professional work include P&L or ROI responsibilities and decision authority that affect an organization's culture or governance.

Apply to Become a 2027 Fellow Candidate

To apply, please email to tbelton@zeogas.com:

- 1) your personal statement of interest in the BEF Fellows program a commitment to the requirements,
- 2) a nomination letter from someone familiar with the BEF and your professional work,
- 3) and your resume.

The 2027 BEF Fellows Cohort will be announced on in the fall of 2026. Further details on the Fellows program and the required dates follow.

EMAIL YOUR APPLICATION LETTER, NOMINATION AND RESUME TO: TBELTON@ZEOGAS.COM

The Business Ethics Forum Fellows Program

Each fall, the BEF will select a new cohort of 10-12 Fellows for the following year. While the Fellowship is a one-year program, the intention is for Fellows to remain actively involved in the BEF activities for at least two additional years. The first year following the Fellowship is focused on helping with that year's Fellows program. The third year is focused on helping with the BEF quarterly events and perhaps ongoing leadership role in the BEF program in Houston and growth into other markets.

The BEF Fellows Workshop Curriculum

The BEF Fellows program includes four required 1.5 day workshops led by leading academics, notable senior executives and entrepreneurs. Each workshop begins on Friday afternoons with a Community Event with a not-for-profit or university serving the community and facing the same questions addressed by the BEF content. These Community Events are intended to help the Fellows get to know each other better through helping the not-for-profit with what could be considered a “pro-bono” consulting workshop or hands-on volunteering, or both. Saturday begins with a guided meditation related to professional work, followed by Mass, breakfast and a full-day of course content and case study discussions.

Prior to the first Workshop, Fellows will need to have viewed Alex Havard's 11-unit Virtuous Leadership course online and have integrated Dr. Kevin Majeres' Optimal Work program into their daily plan, as well as the indicated pre-reads materials of encyclicals, articles and books. Additional pre-reads will be required before the remaining workshops. This curriculum was designed to enable the Fellows to grow in firm understanding of the anthropology of work, the core concepts of Catholic Social Doctrine, how to appropriately apply these concepts with respect of the dignity of the human person and their work and towards the objective of sustainable commercial success, especially in the context of rapidly evolving AI and other digital technologies. Fellows will also establish a firm foundation of continuous growth in personal virtue both through the content and with adoption of the OptimalWork framework to thriving as a creative and distinct human person.

The BEF Fellows Workshop Syllabus

These four quarterly BEF Fellows workshops are required attendance and the core of the Fellowship program. As stated above, each workshop will begin on a Friday afternoon with the Community Event and dinner followed by Saturday meditation and Mass, breakfast and all-day workshop content that will run to roughly 5:30 PM on Saturday. Locations for workshop activities will be in central Houston. The quarterly speaker receptions and case discussion luncheons will be at the Coronado Club downtown.

Workshop 1: Fundamentals of Catholic Social Doctrine and the Nature of Human Work in the Age of AI

- History of CSD Development with emphasis on [*Magnifica Humanitas*](#)
- Core Principles with emphasis on Chpts 6 and 7 of the [*Compendium of The Social Doctrine of the Church*](#)
- Philosophical and Natural Law Basis of Subsidiarity and Solidarity
- Selected readings on AI governance and application

Workshop 2: Applying this Anthropology of Work to Strategy with Technology-enabled Consumer Marketing

- Understanding [*Laborem Exercens*](#) and [*Centesimus Annus*](#) in light of *Magnifica Humanitas*
- Understanding “Virtue-Based Marketing” and “Value Ethics and the Decline of Culture”
- Additional selected readings on AI governance and application
- Case study discussion of AI-enabled consumer product launch and marketing

Workshop 3: Integral Economic Development

- [*Dr. Sophia Aguirre's Integral Economic Development Framework*](#) in the age of AI
- [*Leisure: The Basis for Culture and the Philosophical Act*](#) (Josef Pieper)
- Additional selected readings stewardship of wealth and AI
- Case study discussion of Hiring For Virtue in age of AI

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Workshop 4: Brining it All Together Practical Applications of this Anthropology of Work

- [Sanctifying Our Professional Work and Growing in Personal and Professional Excellence](#)
- Additional selected readings on AI governance and application
- Building Cultures of Virtue and High Performance in Commercial Organizations
- Case Study on the Risks and Rewards of the Traditional “Private Equity Playbook”

The curriculum will also include considerable self-study prerequisites leading into each workshop. The pre-reads for the workshops will primarily be drawn from the magisterium of Catholic Social Doctrine, including the core encyclicals and other documents, [Compendium of Social Doctrine of the Church](#), scholarly articles on Natural Law and various scholarly and professional articles on related subjects. Alexandre Havard’s [Virtuous Leadership System](#) 11-module video course requires about 10 hours to complete. Dr. Kevin Majeres’ online [Optimal Work](#) platform requires several hours up-front to understand the tools and concepts of Cognitive Behavior Therapy and then some time each day to interact with the AI-based personal coach to guide one’s time allocation and personal development.

Before submitting your application to become a Business Ethics Forum Fellow, please consider the nontrivial demand of your time and attention necessary to complete the extensive pre-read and self-study curriculum, required attendance at each of the Friday Cohort activities and dinners and the full-day Saturday workshops and participation in the quarterly BEF speaker receptions and case study luncheons. The success of each BEF Fellows Cohort depends on each Fellows diligent commitment to the Workshops and the related prerequisites and ongoing personal engagement and leadership in the BEF activities. The speaker receptions and case study discussion luncheons will follow the general theme of each workshop, with the Fellows hopefully providing their insights to the case study discussion that they glean from the prerequisites and workshops that precede it.

Workshop I Series — Winter

- Friday/Saturday, **January 23/24** — Workshop (Friday afternoon and all day Saturday)
- Wednesday, **January 27** — Evening Reception (Coronado Club, pending confirmation)
- Friday, **February 5** — Luncheon (Coronado Club, pending confirmation)

Workshop II Series — Spring

- Friday/Saturday, **April 23/24** — Workshop (Friday afternoon and all day Saturday)
- Wednesday, **April 28** — Evening Reception (Coronado Club, pending confirmation)
- Friday, **May 7** — Luncheon (Coronado Club, pending confirmation)

Workshop III Series — Summer

- Friday/Saturday, **August 27/28** — Workshop (Friday afternoon and all day Saturday)
- Wednesday, **September 1** — Evening Reception (Coronado Club, pending confirmation)
- Friday, **September 10** — Luncheon (Coronado Club, pending confirmation)

Workshop IV Series — Fall

- Friday/Saturday, **November 5/6** — Workshop (Friday afternoon and all day Saturday)
- Wednesday, **November 10** — Evening Reception (Coronado Club, pending confirmation)
- Friday, **November 19** — Luncheon (Coronado Club, pending confirmation)