



# POWER DISPERSAL & THE AGE OF SHARED LEADERSHIP ...



KEVIN HANCOCK / November 9, 2021 / Mid Atlantic Bank Executives

“What if everybody on earth felt trusted, respected, valued, and heard?”



# New York City Marathon / 30,000 Runners

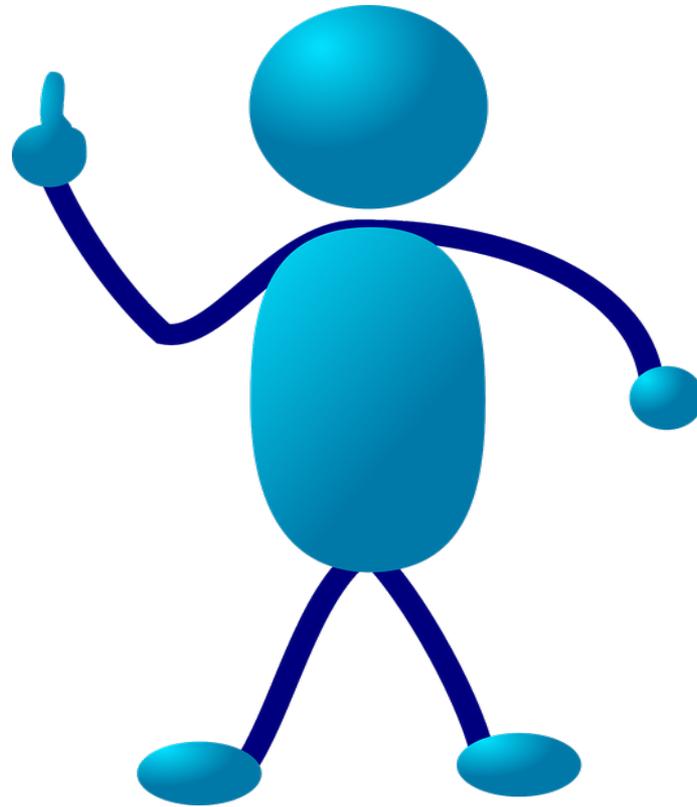


**Humanity is advanced one human at a time.**



# Work should enhance life...

What's the purpose of life?



# THE PURPOSE OF LIFE

- To self-actualize...
- To come into your own authentic voice...
- To be heard as you are...
- To make the contribution that only you can make...



*“The meaning of life is to find your gift.  
The purpose of life is to give it away.”*

- PICASSO





# *“What brings you here?”*

## Wounded Knee Massacre Site – Pine Ridge Indian Reservation



Searching for voices in the land of Crazy Horse...

# We All Come From a Tribe...

1848 / 6G / 620 / 16 / 2007 / 2010



**When it's hard to talk you quickly  
find strategies for doing less of it...**

8 | SEVEN LESSONS FOR THE AGE OF SHARED LEADERSHIP



***Those with the most power have often overreached  
and gone too far.***



**Overreaching ultimately collapses back upon those who do it...**

[Pine Ridge Video](#)

9 | SEVEN LESSONS FOR THE AGE OF SHARED LEADERSHIP



## Personal Learnings from SD & Pine Ridge

- #1 Understood what it like to not feel fully heard.

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- #2 Recognized that there are lots of ways for humans to lose a piece of their voice in this world.

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- #3 Perhaps the very purpose of a life on earth is to self-actualize.

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- #4 Across time 'leaders' have done more to restrict, direct, and control the voices of others than to liberate them.

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- #5 This was, in fact, the cause of our generations organizational malaise. People are wanting more meaning and voice but conventional leadership is still in a passed based model.

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- #6 The partial loss of my own voice was an invitation to lead differently in a manner that strengthened the voices of others.

“  
**There are  
lots of ways  
to lose your  
voice in this  
world**  
”

KEVINDHANCOCK.COM

# A higher calling for capitalism and the place of work...



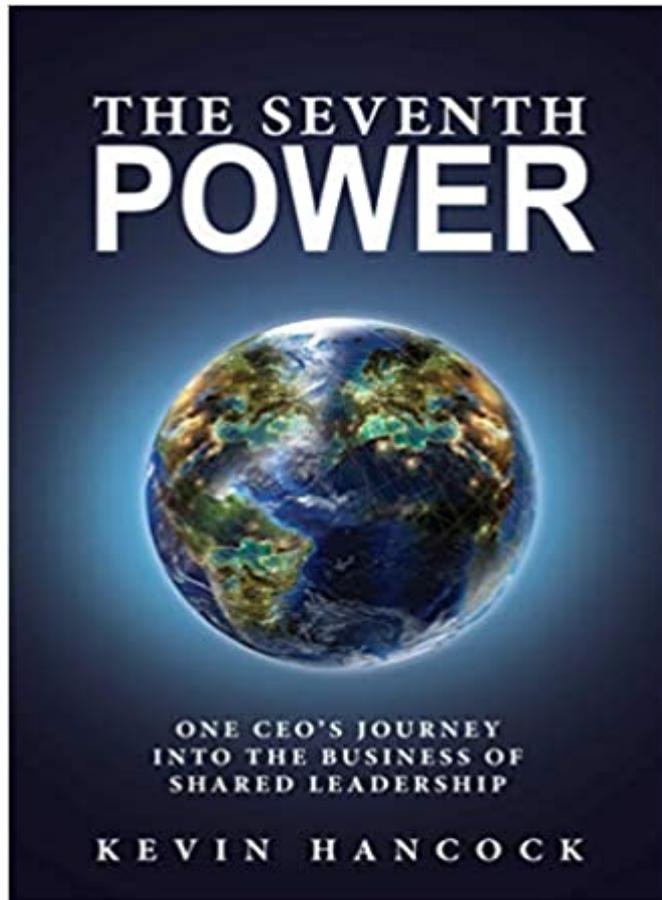
“ The real mission of this company is to enhance the lives of the people that work here—to make a meaningful contribution to the quality of their lives. ”

—Kevin Hancock, President + CEO  
Hancock Lumber Company

Through the creation of **EMPLOYEE CENTRIC COMPANIES** designed to help people at work come into their own true voice and authentic power!



# The Seventh Power



**Mitakuye Oyasin / Separateness is an illusion**



## How's it going at work?

Are we looking at short term trends or is America redefining its relationship to work?



# Voluntary turnover / US / 2019 / Pre-pandemic

**“Workers quit their jobs at the fastest rate on record in 2019”**

**August 2019 – 4,478,000 Americans voluntarily quit their job**

**In 2018 / 3.5 million Americans quite their job every month...**



# Across America 160 million people work...

**Yet only 34% of US workers define themselves as engaged.  
Globally, worker engagement falls to 15%...**



# Why?



**Because people don't feel authentically heard...**

# A POWER SHIFT IS WANTING TO UNFOLD...

Old Model = Using individuals to advance the power of institutions.

New Model = Using institutions (corporations in this case) to advance the power of the individual.



# THE ELEPHANT MADE – THEN BROKE – THE CIRCUS.

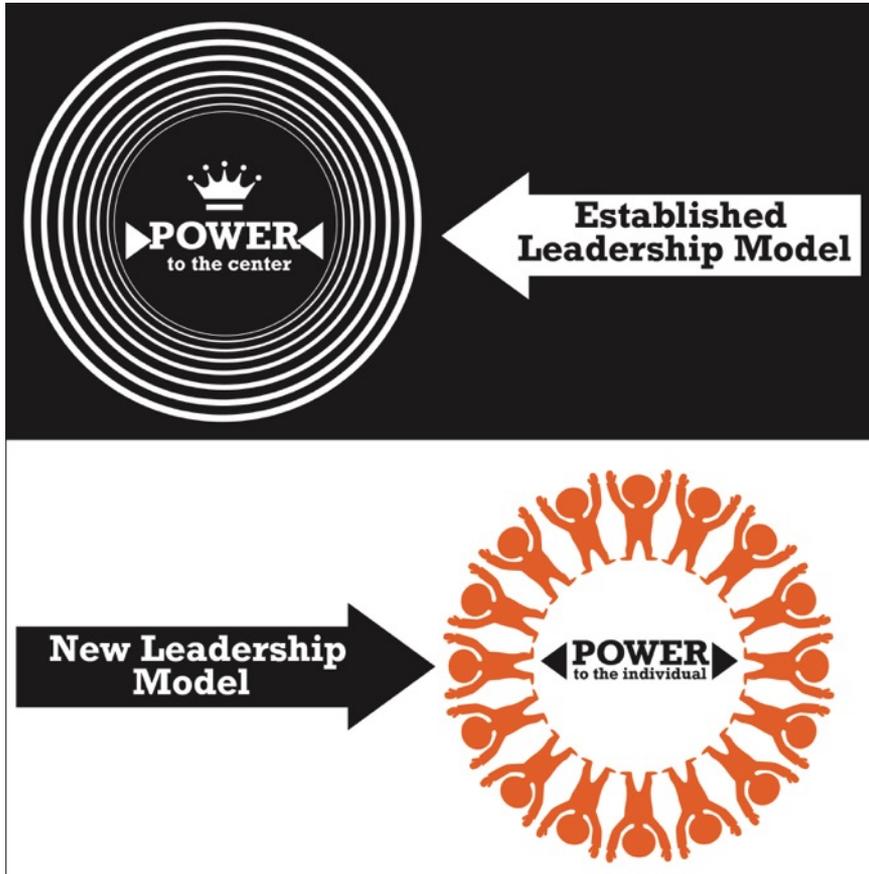
A strength in one human epoch can be a weakness in another...



**It wasn't the elephant that changed...**

**“You better stop – Hey, what’s that sound?  
Everybody look what’s going down.”**

**— Buffalo Springfield**

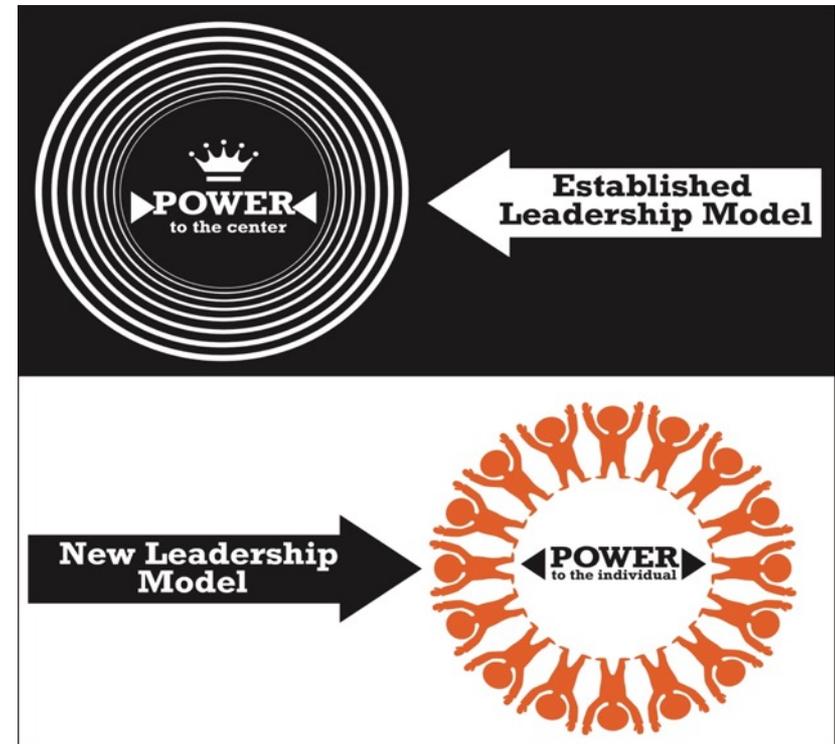


**Humanity is transitioning from Piscean  
To Aquarian Energy...**

# What really changes? (Everybody already values their employees)

Power Dispersal / Shared Leadership Require

- #1 The LEADERS to change...
- #2 The MISSION to change....
- #3 The METRIC to change...
- #4 The DECISION MAKING systems to change



# The LEADERS create the change by becoming the change...



**Changing the mission**  
**Changing the metrics**  
**Working first and hardest on themselves...**  
**Separating EGO from role...**  
**Showing RESTRAINT in decision making...**  
**Making authentic dialogue SAFE...**

# The MISSION changes...



**Put the fly-wheel in motion at the point of the employee experience...**

**PROFIT and PERFORMANCE grow as the outcomes of a higher calling...**

# THE KEY METRIC & THE DECISION MAKING PROCESSES CHANGE...

("The answers to the test.")

- I have confidence in the leadership of this organization.
- Senior leaders live the core values of the company.
- I can trust what this organization tells me.
- I feel I can express my honest opinion without fear of negative consequences.
- Changes that effect me are communicated prior to implementation.
- I'm able to maintain a reasonable balance between my work and personal life.
- My supervisor acknowledges when I do good work.
- The organization provides as much ongoing training as I need.
- My pay is fair for the work I perform.
- Most days I look forward to going to work.



# Remember how a baby learns to walk...

“Big parts of primary education can actually happen on their own. Learning does not have to be imposed from a top down system. In nature, all systems are self organized. Learning is ideally a self-organizing system.” – Sugata Mitra

- **Dispersing power is much easier than collecting it. What North Korea does is hard.**
- “Our systems for teaching, managing and governing are all top-down and standardized exercises in following and conformity. A baby aspiring to walk has more freedom to acquire that complex skill on its own than a 16-year-old has in English class. Control and standardization from the center: That’s how we’ve come to teach, train, direct and un-inspire.”

–Kevin Hancock



# The shift is subtle but sustained... (Everybody already loves their employees)

Like the Apollo 13 manual re-entry to Earth's atmosphere...a degree in trajectory is the difference between landing and crashing.

This is as simple (and complex) as...

#1. Seeing humans at work – not employees.

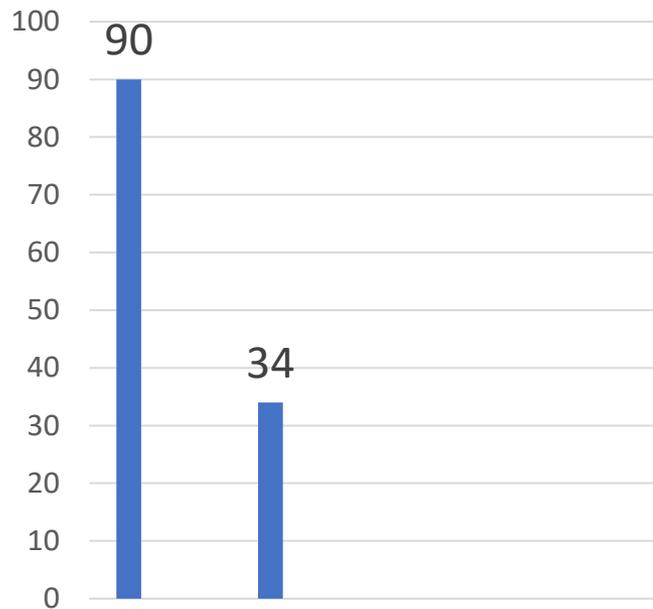
#2. Engaging people at work for their own sacred power and worth - not your corporate objectives.

#3. With the faith that your corporate performance WILL then SOAR on the wings of the empowered and thriving humans who work there.



# But the results are dramatic! Important 'outcomes' of a higher calling...

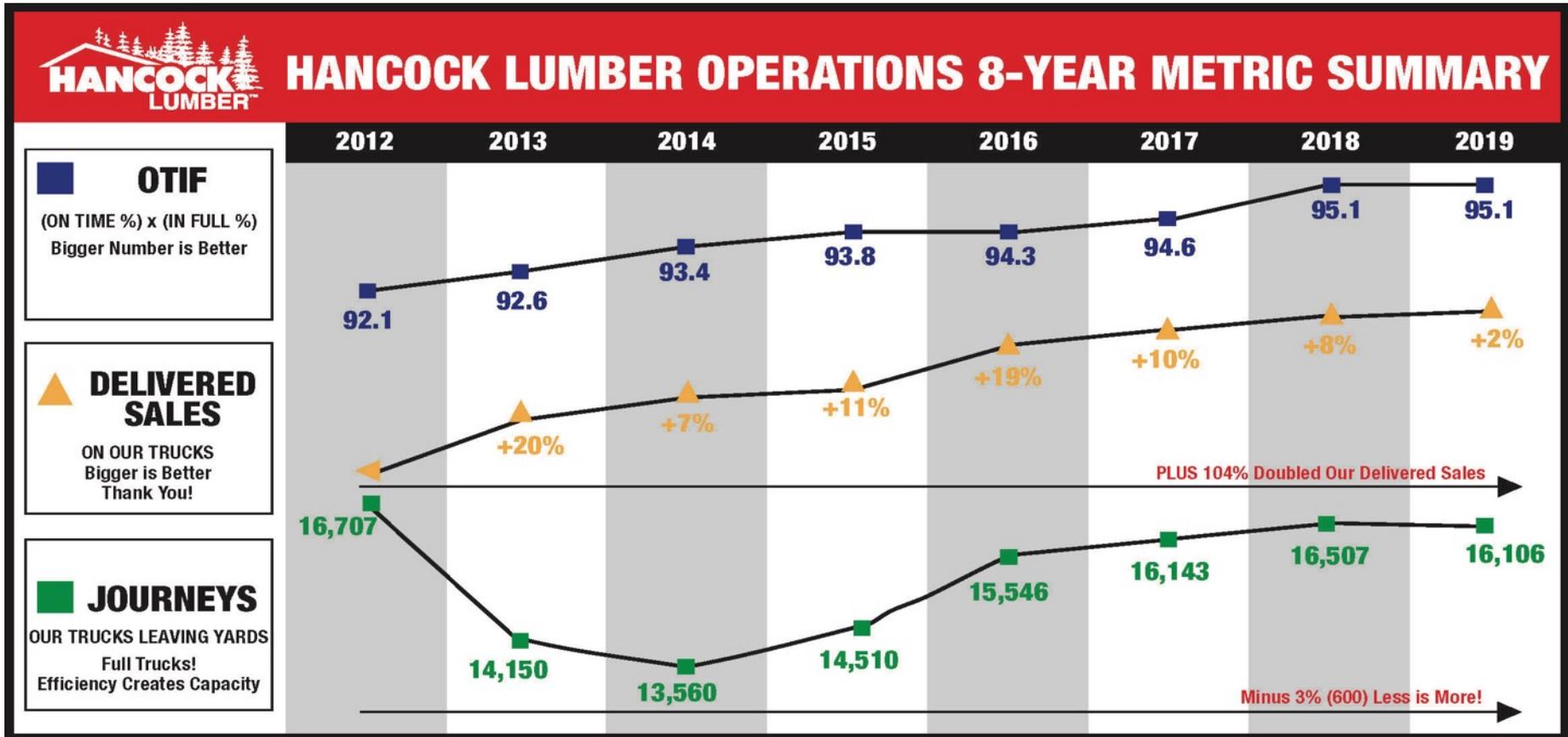
Employee Engagement  
Hancock Lumber v  
National Average



1848-2010 vs. 2011-2021



# A subtle shift + sustained = dramatic outcomes!



What if we (business leaders) just “stay in our lanes” and don’t reimagine work / don’t make authenticity safe / don’t disperse power / don’t strengthen the voices of others / don’t make work engaging / don’t elevate our mission / don’t change the model / don’t prioritize humanity?



In that case, the most agile and capable institutions on earth are going to abdicate leadership over the most important challenges and opportunities facing humanity... And leadership thereof will default somewhere else...

[Leadership through Listening video](#)



In a Universe where “separateness” is an illusion...  
Staying in your lane is really poor advice...

***“We are all related. I still try to teach our children that no matter what color a person is you we don’t see the color. We see the spirit of the person and then we know that we are related. There are still a few of us left who believe in the old ways, who still believe that we are all related.”- Verola Spider***



***“It’s just about being worn down, generation after generation. The cavalry, the missionaries, the government, the boarding schools – you wake up one day at it has all been internalized. The oppression takes hold within you. Once it takes hold within you, it is perpetuated from within and we act out the oppression on ourselves. That’s how deeply it has been ingrained.” - Catherine Gray Day***

# IN NATURE – POWER IS DISPERSED.



# Make SHARED LEADERSHIP your business!

[www.thebusinessofsharedleadership.com](http://www.thebusinessofsharedleadership.com)



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"When people feel heard, not judged, they relax.  
When people relax, they think.  
When people think, they grow."  
—Kevin Hancock

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“What if everybody on earth felt trusted, respected, valued, and heard?”

