



NRHA
All-Industry
Conference



RETHINKING WORK

SHARED LEADERSHIP / POWER DISPERSAL / RESPECT FOR ALL VOICES!

KEVIN HANCOCK / OCTOBER 14, 2020 / NRHA

THE THREE CIRCLES OF CHANGE



WHAT SEPARATES ONE COMPANY, CLAN, OR COUNTRY FROM ANOTHER? WHY DO SOME THRIVE WHILE OTHERS STRUGGLE TO SURVIVE?

“
**Culture
makes the
difference**
”

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“
**Great
people are
everywhere**
”

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**Across America 160 million people work...
but only a third of them will describe
that experience as 'engaging'.**

**“
Work should
be meaningful
for the people
who do it
”**

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IN NATURE – POWER IS DISPERSED.



“We all adhere to a belief system – otherwise we don’t have a strategy for dealing with the world.”

–Jose Miguel Sokoloff

— 1848 — 2010 — 2012 — 2020 —

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

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”



Five Personal Learnings

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

- #2 There are lots of ways to lose your voice in this world.

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

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

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

“
**Listening is for
understanding
not judgment**
”

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Creating an EMPLOYEE CENTRIC COMPANY!

Traditional model = Employee serves the company.

New model = Company serves the employee.

Created with four simple changes:

#1 New mission

#2 New metric

#3 New decision-making systems

#4 New SHARED definition of leadership

“ **First leadership must change – then followership must change** ”

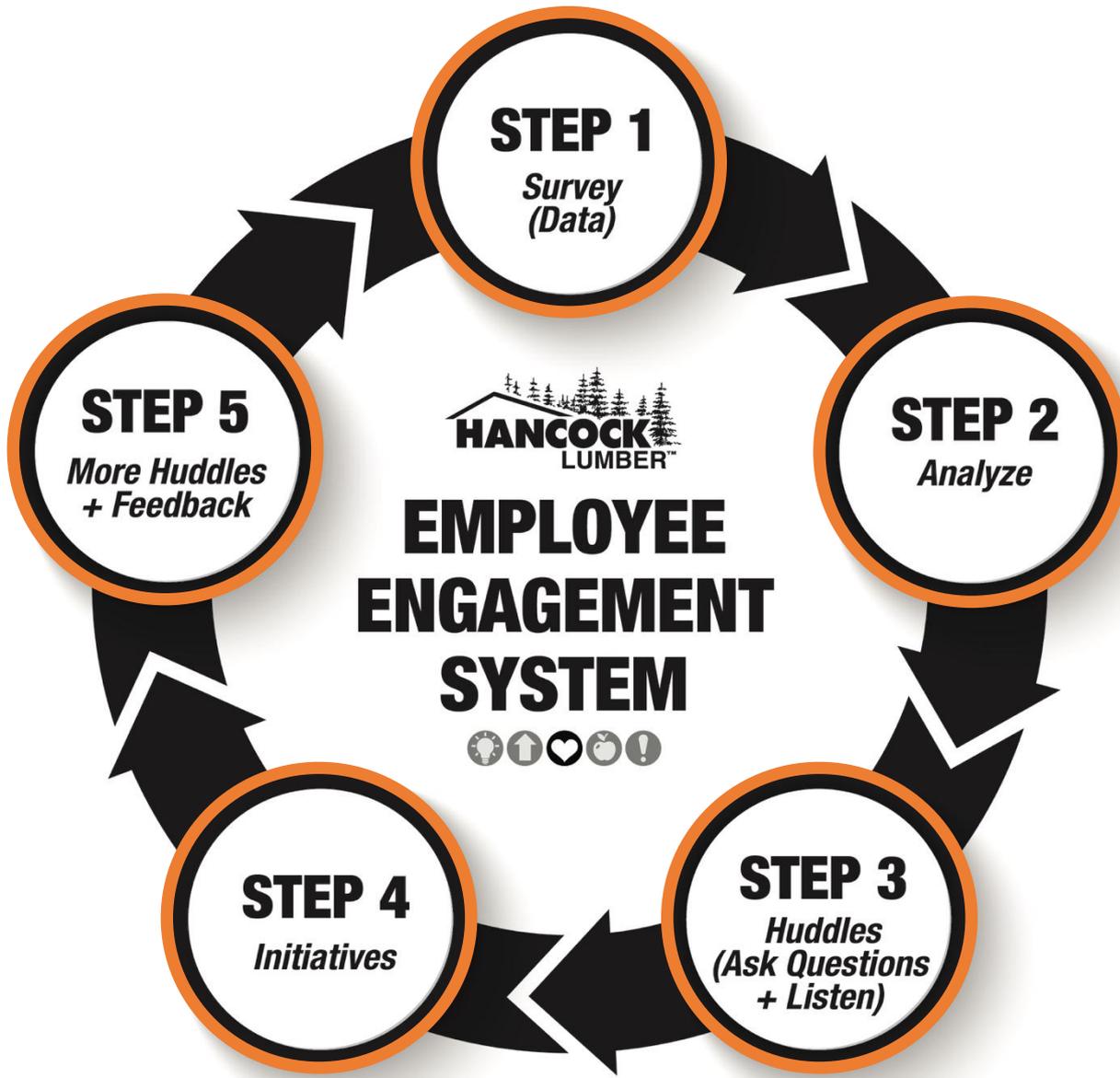
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**“
It’s the
conformity
of thought
that kills
alignment.
”**

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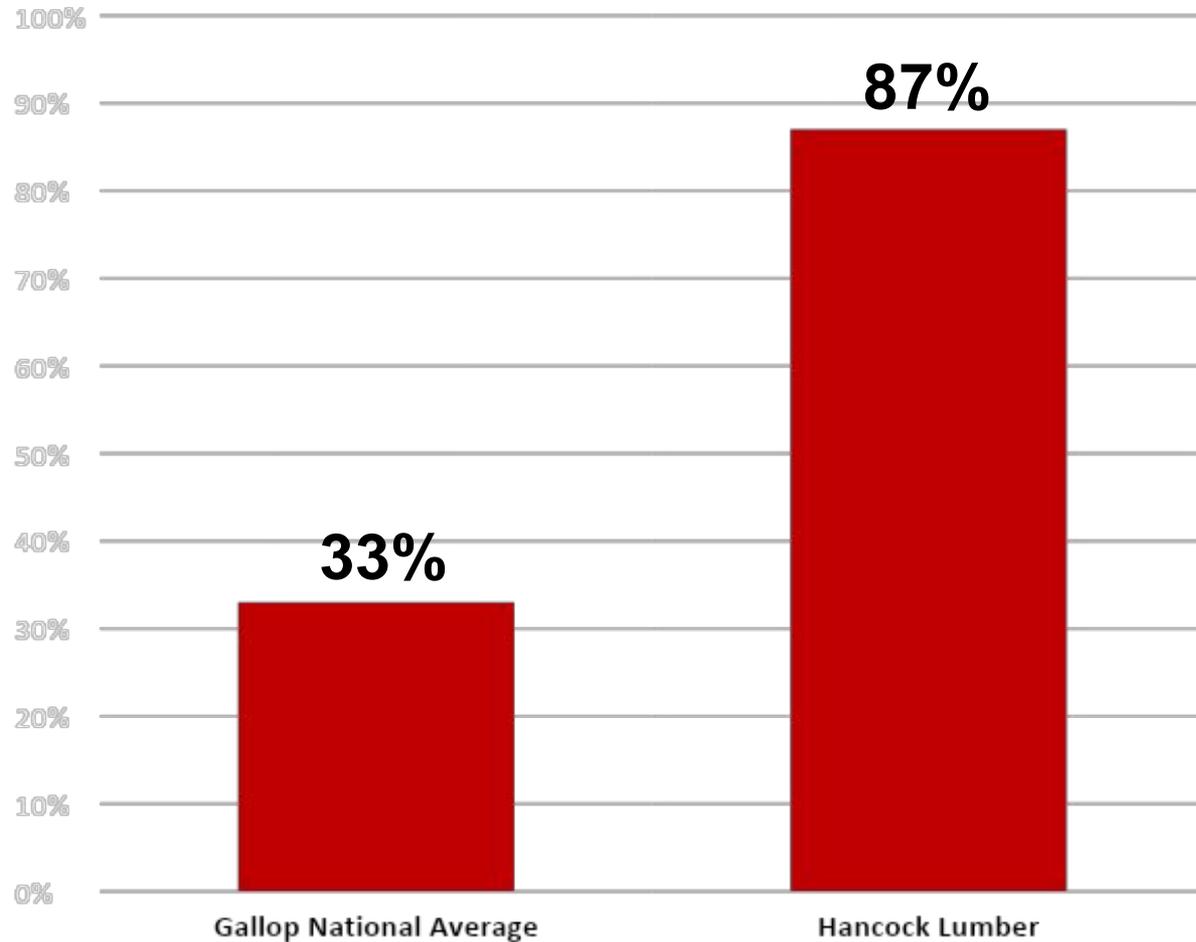






EMPLOYEE ENGAGEMENT

(Hancock's survey scores vs. Gallop National Average)



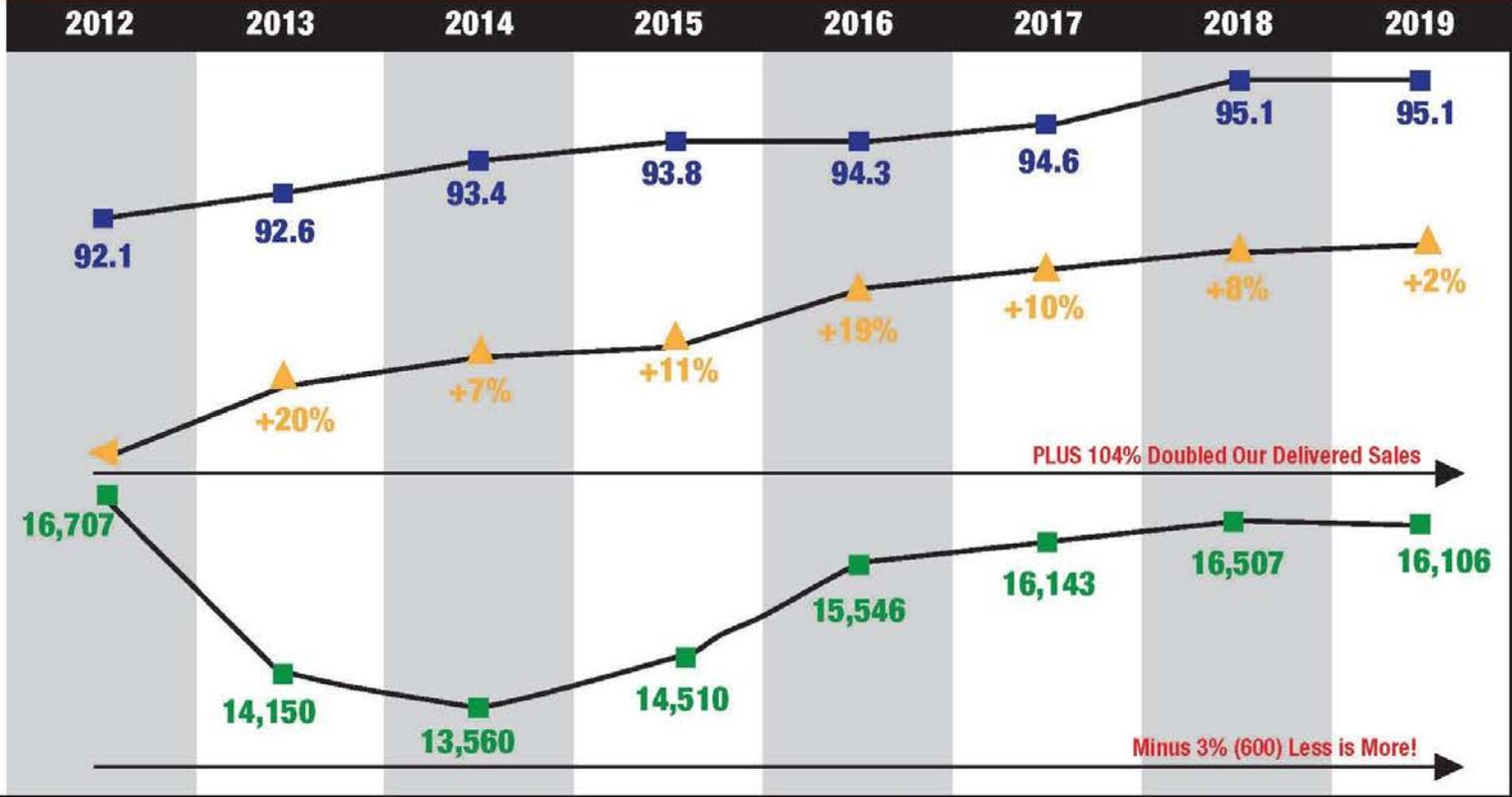


HANCOCK LUMBER OPERATIONS 8-YEAR METRIC SUMMARY

OTIF
 (ON TIME %) x (IN FULL %)
 Bigger Number is Better

DELIVERED SALES
 ON OUR TRUCKS
 Bigger is Better
 Thank You!

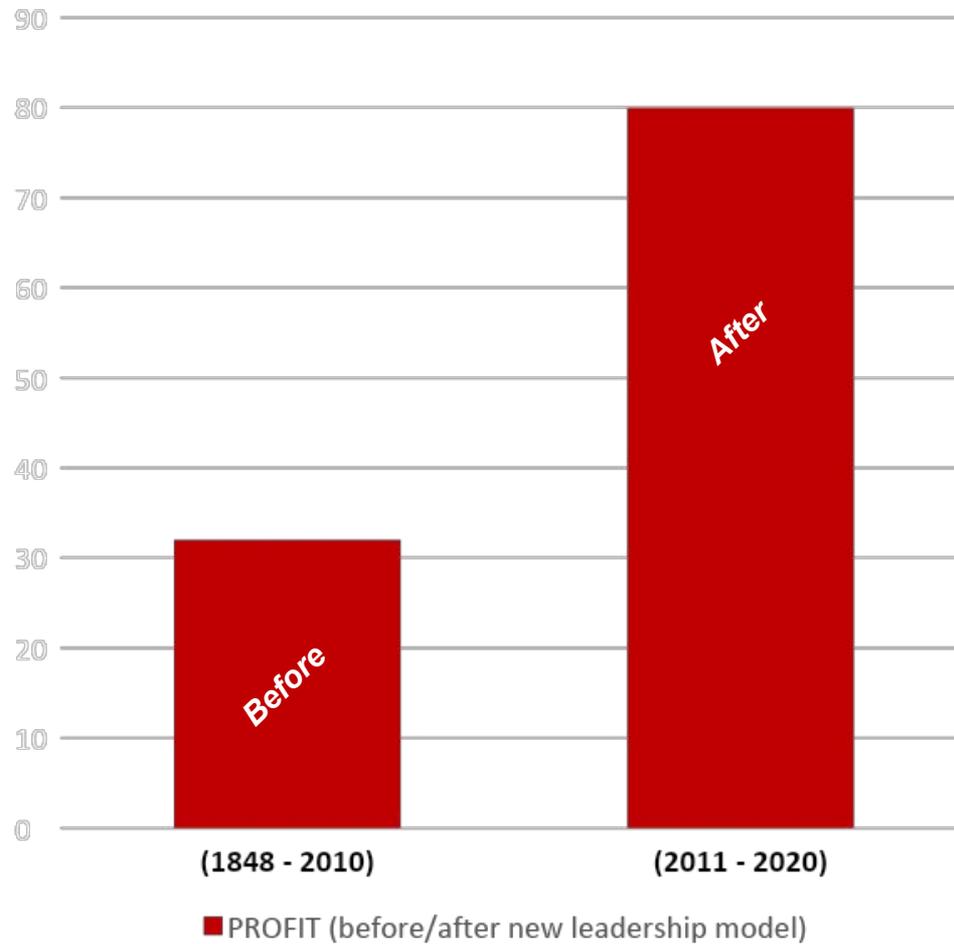
JOURNEYS
 OUR TRUCKS LEAVING YARDS
 Full Trucks!
 Efficiency Creates Capacity





PROFIT

(Before/After New Leadership Model)

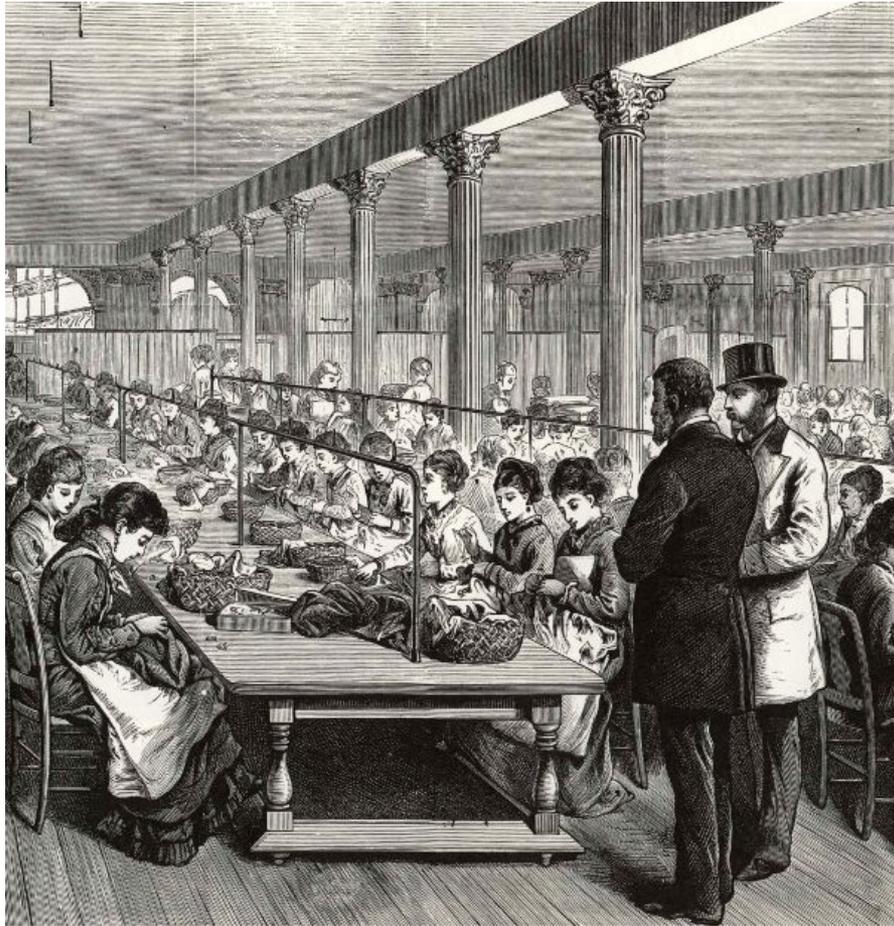


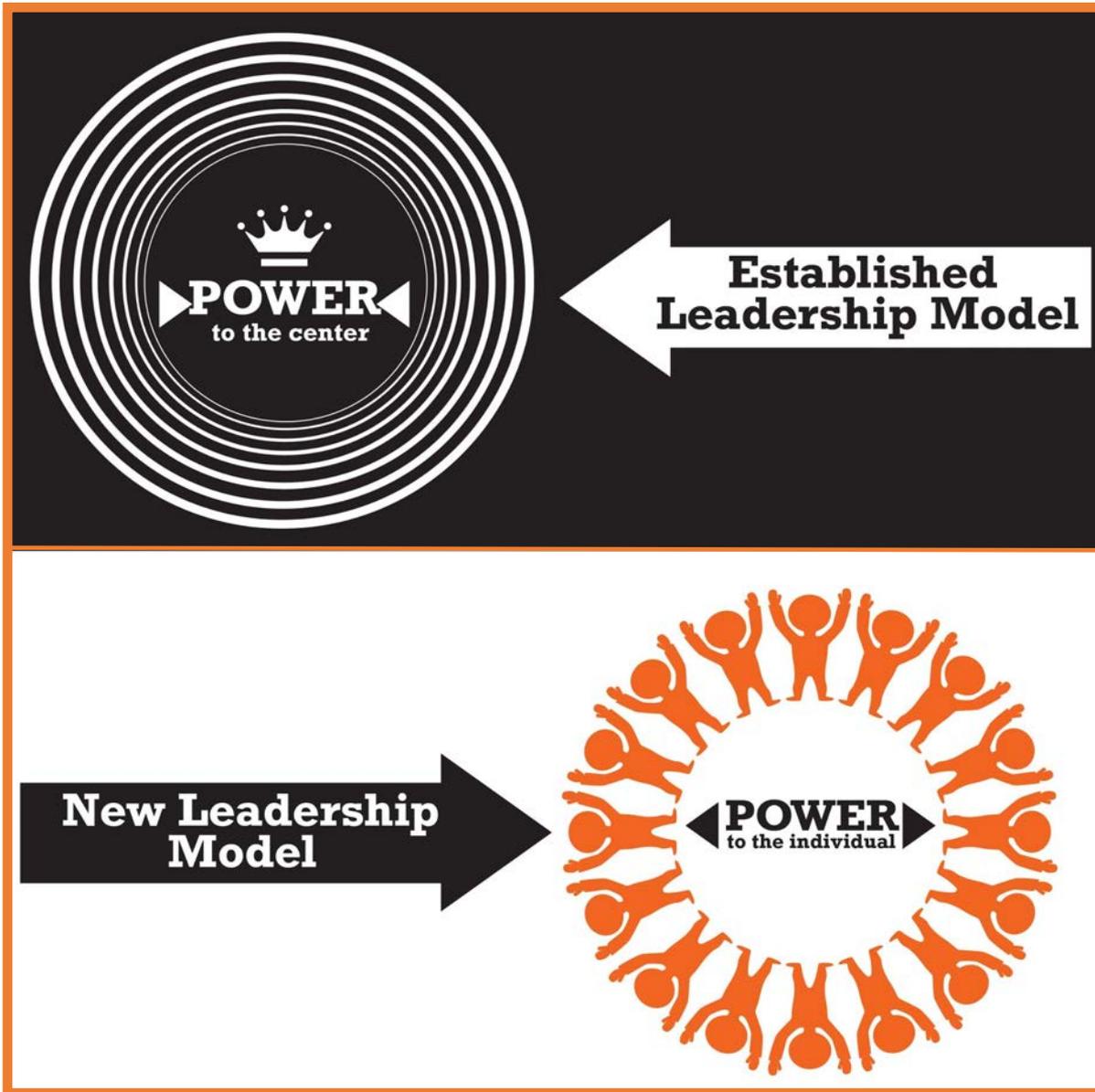
**“ What if
everyone on
earth felt
trusted,
respected,
valued,
and heard?
”**

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Thoughtfully unwinding centuries of human indoctrination into the tradition of followership and sacrifice before the throne of power...





In the 21st century –
“Winning isn’t winning unless everyone is winning.”



“SEPERATENESS” is an illusion...



In the 21st century... “Staying in your lane” is really poor advice...



Verola Spyder
Kevin Hancock
Catherine Grey Day

At the Singing
Horse Trading
Post.
On the Pine Ridge
Indian Reservation.

Every child is
'WAKAN YEJA'.



4 QUESTIONS FOR YOU:

- #1 What are the economic and social consequences of low employee engagement levels at work? In Society?

- #2 How do you feel about YOUR potential for 'becoming the change you wish to see in the world'?

- #3 What if true leadership is about dispersing power, not collecting it?

- #4 What might change if every person in your organization felt trusted, respected, valued, and heard?

“
**Change
comes from
within**
”

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WHAT'S THE HIGHEST PURPOSE AND GRANDEST POTENTIAL OF THE PLACE OF WORK IN THE 21ST CENTURY?

How we often think it is



How it really is



One Planet.
One Home.
One Community.



There's an authentic and unique voice within us all. Bringing it forth is every soul's quest and sacred gift to humanity.

FOLLOW ALONG FOR INNOVATIVE LEADERSHIP IDEAS

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SIGN UP

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