

LEADERSHIP SERIES



A MINDSET BOOKLET

THE NEW
WORLD
ORDER

LEADERSHIP EVOLVED

Kimble Greene, PhD

The New World Order: Leadership Evolved

Leadership Series
A Mindset Booklet

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Excerpt from - *Powerful Beyond Measure: The Pathway To Evolutionary Leadership*

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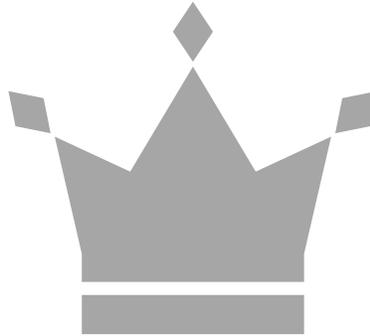
The New World Order

Leadership Evolved

Kimble Greene, PhD

“We don’t need more strength or more ability or greater opportunity.
What we need is to use what we have.”

Basil Walsh



In this 21st century, we are witnessing the leveling of the leadership hierarchy. Many, formerly identified as leaders, are being ‘outed’ as criminals, frauds, and cowards through social media, videos, news, and other public platforms. It’s less about who they are and more about the paths they’ve chosen. They have succumbed to their fears, leading from control and the outside-in instead of power and the inside-out.

So, as we bear witness to the crumbling of hierarchical, transactional leadership let us also bear witness to the rise of the conscious leader living within each of us. As Gandhi wisely instructs, be the change you wish to see in the world. With the abrupt fall of leaders and leadership as we know it, it is up to you, the evolutionary leader to step in and fill the void. Ultimately, power does not reside in a select few, power resides in each of us, and it is our responsibility, our birthright to exercise and nurture that power. As we face the rapidly changing global landscape, we must adapt by transforming our concepts of how the world operates and who we really are, expanding as our world expands.

EVOLUTION

From this new perspective leadership does not look like the traditional leadership we’ve known. It’s no longer about title, position, wealth, appearance, experience, or education. This new conscious leadership is the authentic expression of who you really are at your

core. It's about utilizing your passion and ingenuity to forward progress, consciousness, and evolution. *"People are craving depth and human to human connection now more than ever, meaning the expectation [for leaders] is rising for authenticity, vulnerability, and relationship-based interactions"*, emphasizes Jenna Faye Madden, a Forbes Council leadership coach.

The theory there are only a few leaders for large groups of followers is also outdated. Everyone is a leader, everyone self leads. We simply lead at different levels and paces. Evolving from self leadership on a small scale to comprehensive leadership on a larger scale simply means you have chosen to broaden your scope of influence.

Your title, position, and wealth in the external world are becoming irrelevant. It is your internal position, how you choose to 'show up' which creates your relevancy – and everyone is relevant! Regardless of whether you are a parent, student, farmer, corporate executive, janitor, teacher, or president you need leadership qualities for every facet of life. As Henry Ford said, *"You don't have to hold a position in order to be a leader."*

As the first two decades of this century comes to a close, we find ourselves experiencing upheaval and discord in just about every aspect of our world: economy, environment, religion, politics, healthcare and health, law, relations, science, and world affairs. Among other things, these drastic changes require an ability to adapt and prevail. Our attempts to adjust to these new changes in old ways is not working, as evidenced by increasing ill health (physical, mental, emotional), escalating violence and hate, global economic insecurity and in some cases collapse, industrial operations instability and ineffectiveness, and political rebellion to name a few. All this punctuated by the decreasing ability of our current economic, law enforcement, political, health care, and social systems to effectively and sustainably address these new and intensifying concerns. Our scientific, materialistic worldview and conventional leadership approaches are no longer sufficient for maintaining or advancing world order and prosperity, not to mention evolution and existence.

It is not enough for today's leaders to rely on their titles or bank accounts to propel themselves, those they lead, and their companies forward. Today's leaders must be consciously strategic, they must embody the wisdom and intelligence representative of who they are at their core, not what they've achieved. It is this type of extraordinary leadership that will thrust institutions toward sustainable success as our nation, and nations across the world navigate the upheaval and turbulence of our time.

New leadership is interdependent, not independent; serving, not self-serving; courageous, not rageful; mentoring, not directing; inspiring, not conspiring; empowering, not controlling. There are plenty of leaders who lack both the education and experience deemed necessary for greatness and yet have become leaders of utmost influence: Gandhi, Jacinda Ardern, Frederick Douglass, Warren Buffett, and Malala Yousafzai to name a few.

This is where your power lies, in the present and within you. All we really have to count on is what we know to be true about ourselves and our limitless capabilities. That personal truth, that authentic you is who must show up day after day - that is your purpose. And, before you can do something out in the world, you must know you are someone inside first.

Leadership across the globe seems to have taken on somewhat of a comedic flair. What we hear and read about today's leaders is all too often laughable – I use the word laugh otherwise I may scream. The crisis across our globe seems to be mounting – environmental, economic, relational, religious, institutional, governmental, educational – in fact, there does not seem to be an area where chaos and disorder have not risen. Many leaders in the old guard have been disavowed, dishonored, and disreputed with good reason.

And yet, while the media focuses on the carcasses of disgraced leaders, the search for those who step up and lead with dignity, integrity, intuition, and compassion continues. New leaders, as we are beginning to discover, are not always those most educated, wealthy, and experienced. And while they may not be who and what people expect, they are certainly what is needed.

Perhaps it is this state of chaos that has given rise to new leadership, new ways of ascending the rapidly transforming world order. After all, disruption and disorder are the catalysts for change. And, if change is inevitable, we might as well get it right. As long as the world as we know it is changing by leaps and bounds, we must keep from becoming obsolescent - this includes leaders, leadership, and industry.

Out of the proverbial obsolete the phoenix rises, similar in form and concept yet new in perspective and approach – evolved. To be evolved is not necessarily complex, it is simply expanded, bringing forward the best of what was and adding to it the best of what is becoming. In many ways this new order of leadership is becoming simpler - less complex and more complete. The paradox is in the direction we look as we expand and evolve – inward as opposed to outward.

This new, evolved leadership is not about learning, doing, or achieving more in the world – it is about understanding more within ourselves. With that self-understanding comes a natural understanding of all humankind, in fact all life. For at our core we, each and every one of us, are human-spirit beings seeking not only to fulfill our personal destiny but to contribute to the greater purpose for which our destiny exists - evolution. Viktor Frankl, in *Man's Search for Meaning* emphasizes the importance of finding one's purpose and immersing oneself in the vision of that outcome. Frankl observes, "*Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.*"

VISION

Your vision is more essential and influential than the mission. The mission says ‘what do you want to achieve?’. The vision says ‘how do you want to achieve? What do you believe, how do you think, feel, and act? Who are YOU evolutionary leader?’

With dramatic changes in the fabric of our environmental, social, cultural, and industrial lives the collective strength of our individual leadership is required to establish and sustain a new world order/view. Therefore, the journey of one is also the journey of every one.

What I have long told my clients is not only to think outside the box but to build your own box and operate from there, inside-out. My recommendation would be rather than trying to fit yourself into a title or career which already exists, identify the things you love to do along with the way you yearn to lead and build a job or business around those visions. For me, after years of trying to fit myself into multiple existing jobs, the process of reinventing myself took me through more than one failed business before finally developing and publishing my research and methodology, which are now internationally acclaimed.

Every recruitment ad should begin with, ‘Change Catalysts Needed.’ The world, and how we operate within it, is constantly changing. In fact, energetically everything changes every infinitesimal moment. What is true today may not be true tomorrow. Look at history - values, science, laws, economy, and even nature changes continuously.

The same is true for individuals and organizations collectively – both must be clear about who and what they are trying to accomplish. This clarity will provide the advantage of keeping up with a rapidly changing world. The more clear, aligned, and empowered the organization (and leadership), the more likely it is every single individual who makes up the organization [including the person who cleans your bathrooms] will be influential, current, effective, successful, and sustainable.

Organizations will not change or evolve using a generic, one-size fits all model. That’s because those entities are not made up of generic leaders or employees – they are made up of uniquely creative individuals whom together, as a collective entity, infuse the organization with life. Therefore change, evolutionary change, begins and continues with each individual within the collective.

An organization or team is similar to the concept of holistic health wherein everything within a contained living system – such as the human body – effects everything else. On an even grander scale the physics of energy proves that everything in the Universe is made up of the same atomic matter – everything is energy, therefore everything has influence upon everything else. Think of your organization as a living system, wherein everything, internal and external, biological, and material has influence upon everything within and even beyond the organizational collective. Organizations do not function in a vacuum,

regardless of size. The organization, which is a living organism, operates collectively even when those functions are not visible to the human eye. What happens in your organization is determined first by the unique makeup of every single individual involved, and second by what is happening in the marketplace, the national economy, the bottom-line, and all other aspects of the corporate, local, and global systems.

A new approach is needed for organizational and leadership development, not a better or broader model but an individually focused approach which seeks to catalyze and empower the growth of both the individuals and organization as one evolving entity.

Additionally, where change and chaos were once seen as precursors to destruction and failure, in truth they are catalysts for new construction, adaptation, and success at a higher level. As discussed in my 'Wellology' theory every so-called 'problem' has purpose, they are platforms for growth.

We must leave behind the mechanistic, Newtonian model of life as singular systems operating separately and embrace a new holistic model of life as one quantum, interdependent, overlapping system – this includes leaders and their organizations.

SYSTEMS

Conventional hierarchical systems and complex controls become inhibitors to individual freedom and authentic expression. Take the human organism for example – the skeleton does not control the organs, veins, or other internal systems to promote healing and growth. All the internal systems function autonomously, using innate intelligence, while operating interdependently – a holistic system made up of uniquely creative and intelligent structures. The corporate organization functions like the human organism – the business is the exoskeleton, and the leaders and employees make up the internal network whose individual growth generates the evolution of the whole organization along with its services, products, and sustained success. Additionally, when chaos and change are not discarded as destructive forces, they become catalysts for re-ordering at a higher more adaptive level.

People are no more 2 dimensional than organizations. The underlying reason for personal and professional dissatisfaction, failure to realize dreams, falling short of achieving goals, and epidemic ill health is the disproportionate focus on the physical and mental aspects of our efforts and ourselves. Human beings, and organizations, are not two-dimensional, they are four-dimensional - mind, body, emotions, and spirit.

Additionally, external control and outside-in tactics do not motivate people. Internal empowerment and inside-out approaches elicit optimum wellbeing, health, growth, creativity, inspiration, commitment, creativity, and sustainable success. Institutions are made up of leaders - leaders are people, all people self lead, and people are human 'beings'

not human ‘doings’. Therefore, conscious evolutionary leadership is a state of being not doing, of allowing not forcing, of empowering not disempowering.

Growth, whether it is individual or organizational, happens first in the inner ground (of each individual) and second on the outer surface (collective organization). Change inside must occur prior to change outside. Most conventional organizational theory and change approaches are based on an engineering model – create a finely tuned machine with each part in its predefined place and when it breaks, fix it – return it to exactly how it worked before.

Fast forward to the present and life is no longer viewed as mechanistic, neither are organizations nor people. Unlike machines, living entities are designed to change, grow, and evolve. They do this by degenerating then regenerating, correcting, and adapting, rebuilding a newer stronger model. Our bodies do this, our systems do this, our organizations do this, and our earth does this.

The most effective approach to change is adaptation and the most successful approach to growth is to embrace what it is becoming, a potential which is limitless and largely unknown and undefined. We need to stop dealing with mechanics and start dealing with energy. We must treat the system as an empowered whole, not just work with individual robotic parts. We must shift from viewing organizations as mechanical systems to living systems and with that shift conceive new reference points, perspectives, processes, strategies, and outcomes.

To become familiar with the living system surrounding you, including employees, clients, and your organization you must first get to know the living system within you. Little progress can be made in affecting change around you without first understanding you, the change maker – who you are at your core (consciously and subconsciously), your beliefs, your goals, your intentions, your desires along with that of all the people within the system. When this becomes clear, you will be equipped with a complete set of strategies to take part in the growth and evolution of the people within the systems, of which you are an integral part.

Organizations and their leaders are no longer about separatism, competition, and engineering. Organizations are living organisms which evolve through inclusion, shared creativity, collaboration, empowerment, appreciation, compassion, and relationship. As we exit the age of mechanics, technology, knowledge, competition, and system, we must embrace the new age of intuition, energy, collective success, shared leadership, along with personal and collective consciousness.

Organizations are endlessly co-created by both the individuals (leaders and employees) and the structures put in place which facilitate this age of harnessing unlimited potential through energy, core instincts, beliefs, and relationships. The individuals influence the

organization, which influences the systems, which creates the outcomes (products, services, success, sustainability), that then re-influence the individuals as the whole process begins again. The whole (or holistic) organization is an ever flowing, ever evolving, container of energy amongst the millions of energetic collectives making up the world and the universe. (Figure 1)

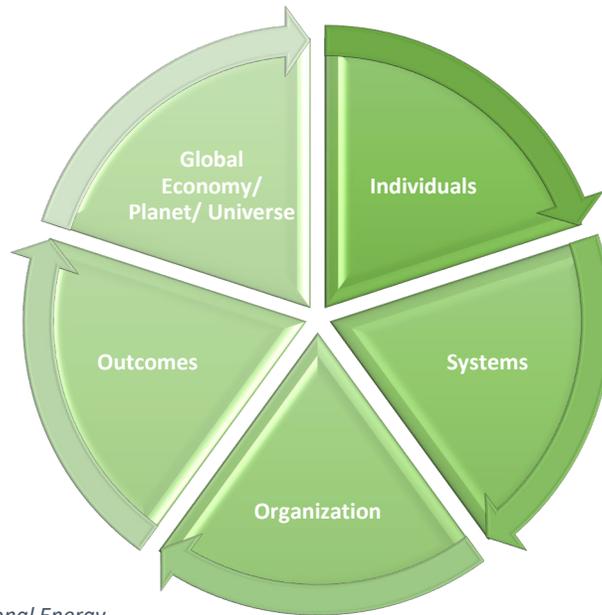


Figure 1 - Cycle of Organizational Energy

Therefore, objective measures and conventional statistical approaches are vastly outdated, as outdated as the Newtonian mechanistic world view which sees all ‘things’ as separate entities in need of control and external direction. Everything within a system (organization) is subjective and impermanent, heaving and hoing as all the energies within the system fluctuate, evolve, and expand infinitely. Analyzing and reacting are dinosaurs, replaced by intuiting, supporting, and responding. As Virologist Jonas Salk, who developed the Polio vaccine emphasizes, “*Intuition will tell the thinking mind where to look next.*” The old ‘strategic plan’ has become ‘conscious creating’ and this begins with each individual becoming an empowered self leader. It is less about the tasks and titles and more about process, relationships, and personal expression.

At the core of every business, company, and organization are people – too often dismissed as anonymous human capital, cogs in the wheel. In truth, at the heart of every organization is the heart of a human being. And, at the heart of every human being lies a leader with the inherent desire and capacity to self-empower, self-create, and self-transform. This is the self-governing directive of the evolutionary leader. Institutions led by evolutionary leaders will thrive in the face of turbulence and upheaval of any sort, small and large, local and global.

Dr. Kimble Greene has been transforming lives and empowering leaders for 35+ years. She holds a PhD in Psychology and expertise in agency administration, strategic consulting, and personal/leadership development. Kimble is internationally acclaimed for her game-changing approach to personal transformation and evolutionary leadership - *The Monarch Method*[™]. Kimble's globally recognized method along with her groundbreaking philosophies (The Catalyst Factor) are a unique blend of psychology, neuroscience, epigenetics, and quantum physics that takes her clients on an enriching journey of self-evolution and empowerment. Kimble's approaches, her expertise, and unassuming style makes her unique work with individuals and leaders transformative. She is the author of several books including the Amazon #1 bestseller - *You Are Not Broken*; *The Power to Thrive: When surviving is no longer enough*; *Powerful Beyond Measure: The pathway to evolutionary leadership*; *One: Embracing Life & Illuminating Your Spirit*; and *The Monarch Method*[™] 6-book series.