

# S01 - E28 - Rooted & Unwavering - Hylke Faber & Kelly Wendorf

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## **Presenter** 00:01

Welcome to rooted and unwavering a podcast and radio show which features leaders from all walks of life in conversations about courageous connectedness. How do we stay connected to our best selves, especially when we are challenged? What becomes possible when we truly stay committed to our own and others greatness also when we don't feel it? Join host Philco, Faber, transformational coach, facilitator, and award winning author of taming your crocodiles and his guests as they explore leadership greatness in today's episode of rooted and unwavering.

## **Hylke Faber** 00:40

Well, welcome to root and unwavering broadcasting live today from Phoenix and a New Mexico Santa Fe around there. And I'm your host, Dr. Farber. In this podcast, we help leaders connect more deeply to their innate potential. This is our 28th episode. I'm so grateful to be with you today. And with our guest today, Kelly Wendorf, the CEO of Equus Kelly, how are you today?

## **Kelly Wendorf** 01:10

Hi, Hilda, so great to be here. Life is good. Life is very good. I arrived here feeling bright and happy.

## **Hylke Faber** 01:20

So happy to be here with you and for sharing that with us today. Before I say more about Kelly, I'm going to say a little bit more about this podcast to help us orient into this conversation. So root and unwavering is a series of conversations where we listen to leaders from all walks of life, about how we stay connected to what's true about ourselves, what you could say, helps us be taller on the inside, which helps us to withstand or even maybe even transform those things that seem challenging. So that's what we're going to be working on in and have been working on in route and unwavering. Yesterday evening, I have to share this I went for the first time my life to a pop concert, and my inaugural debut was with Beyonce and I was so impressed by her. And by being in this big room stadium with 80,000 people. And I remember thinking that what would it be like if all of us could sit more taller in our seat if we could be more connected to what's true about us if we could be more kind. And I felt some of that and that potential inspires me every day. And I'm very grateful to be here today with with Kelly, who I already said is the CEO of Equus, which means in Latin horse. A Kay lives on a horse ranch. And besides being a quote unquote farmer see is a renowned master coach, published author, spiritual mentor and socially responsible entrepreneur. See, has stayed in nature and also in her life, spent a lot of time during her formative years immersed in the natural and ancient world, which then



translates into how Kelly experiences the world that how she is in the world and how she helps people and herself. She has an profound ability to connect with the forces within people and nature and moments. And this helps her to help the unlock potential, the unlock the untapped potential in people and unveil hidden gifts within individuals and organizations. And she helps people to go from, you could say traditional problem solving approaches to something that becomes a new paradigm, maybe a brighter paradigm that is filled with new perspective. So in this conversation, we're going to hear more from her. And when I think about Kelly, I think about a woman and leader who is so deeply courageous by forging her own paths in this life and being committed to living that in all levels of life. All the way to choosing to live on a ranch, which I understand comes with all kinds of things that need to be taken care of. So welcome to our guest today. Kelly, winter Kelly, how are you today and Kelly's tell us being connected to yourself and what you've learned about this in your life.

**Kelly Wendorf 04:34**

Thank you so much. I'll go what a what a generous introduction just fills my heart to be seen. It's so such a beautiful thing to be seen. Well, I think where I'd like to start with the journey of connection is where were the seed of my inquiry about connect Action started. Because you know, the word connection is a really big word. What do we mean when we say connection connection to what? And even when we say, connection to something ourselves, our heart, the land, our place? What does that mean? Exactly? You know, how you might define being connected to our true selves might be very different than how I define it, or somebody, somebody in the south of the United States may define it, or somebody in Spain may define it. So. So it's a powerful inquiry. It's a powerful journey, the journey of connection. And where it started for me was when I was about seven years old in second grade, my father is a is an archaeologist, he ran the laboratory of Anthropology here in Santa Fe, New Mexico, he was on leakiest team to find Lucy, her name was Lucy, which was a skull that represented sort of the missing link, the air quotes missing link of our evolution. So he was a pretty celebrated man, and scientist. And he was really dedicated to his work, which meant that the only time I could see him was if I was out in the field with him. And when I was when I was seven years old, excuse me, I've got morning voice. My father met us in Ethiopia. And we were out there for I think, a couple of months. My brother was very tiny, four years younger than me. So he was about three. And my father was too busy to really look after us when we were out there. So he hired a Aramco warrior to be our body guard. This the aroma people are the indigenous people of Ethiopia, and regions beyond that. They're still around today, but very, very marginalized. And this man's name was Kabbalah. And Kabbalah was, was pretty epic his impression on me. The very moment I saw him walking towards me was a very powerful moment. He was very, very tall. He had, you know, this little cloth, and kind of a robe, a sort of blanket slung over his shoulder, he had one earring in his left ear, and very, very powerful human being, he was barefoot. And I had come from the United States, I had never seen anything like this kind of human being before. And it was cinematic almost as he approached, and he didn't speak English. But his job was to protect myself and my brother from baboons and from kidnappers, because there was a lot of political unrest at the time in Ethiopia. And we stood out like a sore thumb with two little white blond kids. So um, so Kabara was our companion. And he really became my my companion, because I think my brother stayed closer to my mother at the time. And cabanas job was to play with me have tea



parties with me and my teddy bear. He thought his job was to protect me. But really, his job was to be my close companion. We had to play ranches. We had to play horses, we had to play cowboys, Indians, you know, whatever. He had to be there. And all of this done without language. And we became very close. And the last day that I was there. He he was waiting for me on the front porch. We were supposed to get up very early and take the flight out from Ethiopia. And it was still dark, and he was sitting in waiting for me and I jumped into his lap, because now seven, I didn't realize that I wouldn't see him again. I didn't realize a lot of things back then. And he wasn't his usual kind of jovial self, and I kind of was like, What is this and I'm pulling away from him to look, you know, put my little hands on his face and what's happening and he's crying. I'm there It was a, it was a very powerful moment, I had never seen a man cry. I had never felt the kind of unconditional sense of belonging that he embodied with me. He, because he was indigenous, and part of another kind of a whole other paradigm, a paradigm that is embedded in connection, connection to place, connection to each other connection to self connection to spirit, connection to all the animals and plants and trees. All of this is embodied in Kabbalah in Kabbalah. And, you know, I didn't realize it at the time, because I was too small, but our interaction was downloading into my little body brain, a different way of living in the world, I was literally my neural networks were being informed by a way of being that was not a part of contemporary colonized culture. And so in that moment, where he's crying, and he is feeling the rip of our connection, because he knows I'll be leaving, it was a little bit like, you know, this sort of epic moment in the matrix where Morpheus meets Neo for the first time, and he offers Neo, the red pill or the blue pill, I forget which ones which, but, you know, you can, you can take this blue pill and see the truth. Or you can take this red pill and live as you have, and never know the truth. And Neo, of course, takes the blue pill and everything kind of unfolds. It was like that, for my psyche. In that moment. I could, I could have somehow my little spirit could have chosen to not know what what modern humanity was missing, I could have chosen that it could have been just another memory, another whatever. And I could have moved on. But somehow my spirit chose to take the blue pill. And see, again, this is not this was not conscious at that moment, but very clear to me, as I've reflected over the last decades, I could see, oh, there's another way that humanity was intended to live. So you spoke earlier about a new paradigm that I've had courage to live into. But it's a very old paradigm. It's our birthright. And it's the paradigm of connection, that that connection is intrinsic, and a part of our DNA and a part of who we are and a part of how we're supposed to live. And that that has been split from us through colonization. And when I say colonization, I don't mean kind of geopolitical, you know, the British come and take over our country. I don't mean that that's a very, very limited definition of colonization. I mean, the the pervasive view that we are separate from spirit that we are separate from Earth, that we are separate, that we are sort of isolated individuals, the pervasive view that our eyes tell us that I'm over here, and you're over there, and the tree is that thing over there. That is colonization, it's this existential split. From what simply true. I'm so having had that experience, that sort of, oh, there's this way, and it's loving, and sane, and robust and fierce and unconditional and absent. Shame, control, fear, isolation, loneliness, despair. Absent that. It kind of put a crack in my psyche that haunted me from that moment forward. And it's that kind of that crack that drove drove me into my adulthood to really look at, well, what is this connection and why does everything feel like it doesn't quite fit and what is this sort of subtle malaise that is there every day that just has to do with it surviving modern life? And can we get



back to it? Can we re instill our nervous system with this natural, old paradigm, if it was there before, and it was natural to us, and we lived that way, then most likely we can re member. Remember who that was, how that was how we live, that we could remember it. And so, really, my work is about helping people to remember. And when I use the word remember, it's not just like, remember, in our brains, because we don't even have it's so far away, you know, 6000 years ago, or when some of the kind of entrenched thinking around separation started to take hold. So we don't remember. But it's in our DNA somewhere. So when I say remember, it's more about embodiment. And I think one of the reasons why this concert you went to last night was so powerful as you have this felt embodied sense of our collective, and how powerful that is. And so it's really about my work is about identifying this sense of disconnection, and helping to bridge and remedy that through different embodiment practices. So I've said a lot, but

**Hylke Faber 16:31**

thank you, Kelly, thank you for that. I hear kabaddi, he say, bada bada bada. I sent him here with us today. I sent him here. And as you're speaking, he may be smiling, but you probably feel more, I feel the smiley. Say more about the work of remembering. And it's interesting as you're talking about that, because when I heard you say, remember, what struck me is there's like all members of our nervous system, all members of our being that are being reunited, reconnected, plugged in, you could say and, and yes, that is part of the experience that I had last night at this concert. And when I walk in nature, so I'd like you to talk a bit more Kelly about your journey of remembering, and forgetting, because it has to be that way. So tell us about your journey of remembering and forgetting and remembering and Yeah, can you can you tell us about

**Kelly Wendorf 17:39**

Yes. And I love that you say forgetting I just love that. Because the fact that you asked about forgetting says to me that your brain is already very decolonized because you embrace the fact that forgetting is part of the remembering, you know, a decolonize brains can hold paradoxes and seeming contradictions and doesn't have this thing about right wrong. Good, bad. So I just love love, love the forgetting question. Thank you and I will I will get to that. And I also love that you talk about remembering in this in the audience. Yes. Because like members, you know, so then I had never thought about that before. So remembering to me is well, first of all, think about dismemberment, right. So when when someone is dismembered, they they are actually you know, their heads are cut off, their arms are cut off, they're disassembled there's, we have this long history of dismemberment that took place, you know, during this 6000 year arc, some of it quite literally right when we, when we as a species started to have war with and take over other people's so there was dismemberment, but there was also dismemberment, you know, splitting up of communities, people feeling disconnected from their spirit from land from place from family. So dismemberment can be looked at as a as something very literal, like what we see with you know, police brutality and all these sort of symptoms we're seeing now, but it can also be seen as metaphorical, like, you know, all these other ways that we are dismembered. So. So for me, the remembering from my personal journey of remembering. There had to be a forgetting. It was very much a part of the journey in why that is, I'm not altogether Sure. One



could argue that we were never meant to forget in the for was placed like Tabata but, um but life is always evolving and growing and transforming and changing. And so maybe there is a part of this evolutionary cycle that we're on that is that the forgetting makes the remembering a stronger membership to connection, I didn't know but that's what I would suspect. So, you know, seven years old fly back to the states, you know, back to racism back to sexism back to misogyny back to, you know, violent practices of parenting, right, just back to everyday life in America, back to power over paradigms, which, which is everywhere, it's in our schools or institutions, everything the Kabbalists paradigm was power with. And I had an anchor, and the only anchor I had at that time was with my horses. And nature, I was a super geeky kid who made forts and loved animals, I didn't like dolls, you know, I didn't want to babysit, I wanted to walk the dogs, you know, it was nature nature nature. So I was naturally anchored to something that was that resonated with what Kabbalah sort of brought into my body. And I would argue that my love of that before I met him made me more resonant to and receptive to what he had to offer me. So the anchor never left, when when I look back, but the losing happened. And, um, you know, as a kid, you try to fit in you, you betray yourself so that you can fit in, there's this polarity between belonging to oneself and belonging to the world and in, in our society, it always feels like you have to choose either I belong to myself at the risk of losing everyone in my life, where I belong to everybody else and have to lose myself in order to belong. So there was a lot of kind of, you know, trying to belong and the awkwardness of middle school and high school and the pain of others not fitting in quite, because I had already seen so much I had a very, this very unconventional childhood, you know, kept reinforcing a desire to keep trying to belong to something, but it wasn't what I needed to belong to, you know, I didn't need to belong to the cheerleading group, or whatever it was, that just felt like I So, so that, even though I kept returning to the anchor, you know, through nature through backpacking through horses, and thank God, I never let go of that. There was a while where I would say I was most asleep. And that was when I was in college and just out of college. And trying to get a job. I had, like some pretty high profile jobs that I did not deserve 21 years old, you know. So I was kind of I was in the radios business. I was in the marketing. My boss was the former founder of MTV, it was a really intense, fast life. You know, people had lines of coax on the table, I wasn't that person, but I was in it. And I was chasing what I thought I was supposed to chase very, very hard. And I'm, I'm a big person, you know, I'm a big, I'm a type A personality. So I was just going to make it work. So 23 years old, in an office, corner office with a view of downtown, driving a fancy car, making a lot of money for what felt like a lot of money at that time. And, you know, cocktails on Thursday night, like I was just gone, I was just lost in all the trappings of what contemporary life offers. And and there was a night I was working really late. And so and at that time, I didn't have my horses anymore. You know, I'd left my family ranch. So I was in the city. I was disconnected from nature. I think my only anchor at that time was a cat and then I went running every day. And I'm sitting in my office and I'm looking out at the downtown Scott, you know, skyline and I just like been hit really hard, emotionally by my boss. And I just, it just hit me. It was like I'd serve to the end of the disconnection internet, you know? And And I saw that it was just like, if I kept going down that road, I would just be the living dead. I just knew it. And so fortunately for me, like the forgetting had at least the big forget now there was plenty of times later in my life where there was lots of forget thing and throwing away, you know, just like Nah, I'm not gonna forget this stuff is too hard or whatever. But yeah, that was a big moment. And you know, fortunately, I



had a friend who, who knew me and I called them up, it was like, eight at night. And he just said, yeah, like, if you really, if you really followed your heart, what would you do right now? And that was such a great question. Because it was like, I had to drop in to something here that had been awakened a long time ago, that still stirred. And it asked everything if me in that moment, it was quit your job, leave the city, move back to Santa Fe, start your own business, leave everything you know, behind, you might go broke, you might be a bag lady. That's what it asked. But I didn't really have a choice because I was getting sick. And I was getting chronic fatigue and my hair was falling out. And all this stuff was happening. And so you know, so I did, I moved back to Santa Fe, right. And I got horses back into my life again. And I opened a riding school and I had to work part time as a gardener in a dress shop to like pull it all together. And people thought I was crazy. And I lost a lot of friends and but my life started to feel more true. And just, you know, from then on, the anchors got stronger. But the you know, the waves of forgetting remembering forgetting remembering, it was sort of like a song, right? Like there's, there's pauses between the notes. And it was kind of like that. And I would say over time, forgetting I have seen provides powerful initiations powerful, waking up invaluable lessons. It really strengthens my devotion to you living in a living a life of connection. And, and every day I'm tested, this ranch is a living expression of my fidelity to connection. And, you know, every day something shows up, you sure you want this? Are you sure? You know? Are you sure? It's getting really scary. Now? Are you sure you want to keep going here? It's like a love affair. And you have to commit, not because of what it's going to give you. But because it's just true.

**Hylke Faber 28:03**

Not because it was gonna give you but just because it is true. What's true. What's true, yes. What do you want in your heart. And that was a marking in you're forgetting that seemed to have happened when your friend was talking to you like that. And then your fidelity to what you are in love with. To cover this initial remembering of you. And I'm seeing in you, the archaeologist of your father. We're digging into what's true about humanity about you about what's here, and being willing to risk everything taking your kids to Ethiopia. That's pretty crazy, you know, for the conventional mind, and it sounds to me like he had to do that. And I feel the same thing. And you you had to do that, like leave the city. By the way, which city will you leaving? I'm just curious. It was Dallas, Texas, Dallas, Texas stills. Yes. Great. Yeah. I'm laughing because I, as a kid I used to watch right Dallas, this series. And actually, I remember thinking about forgetting remembering. I remember visiting the ranch where it was videoed, and this ranch looks so big on the TV screen, right when you visit it, it's all miniature. It's all about optical delusion. Yeah. And when I hear about your story, it feels like you stepped through that optical delusion in a way and you, you help to you, you let yourself see what was true. And then ready to give it all they're ready to give it all and I want to explore this more with you does fidelity to choose how you inspire yourself into that and how do you help others first of all, remember what's true about them. And then thinking about how do you Kindle that fidelity because it requires fidelity in the candy store of modern life that into all kinds of trappings is you? I love the word trappings that you use lots of traveling, I'm going to take a break in a moment. And after the break, we're going to explore this more this, this how do we fall in love with what's true? And then what's happening with our fidelity to that end up giving to that? And how can we apply that in as leaders because not all of us are going to be living



on horse ranches in Santa Fe? You know, there's people who live in Manhattan or they live in Dallas, or they live in Phoenix or San Francisco or Amsterdam or Zimbabwe somewhere, right? Right, you're gonna be living in different place. So we're going to explore this a bit more after the break. I've been having a delightful conversation with Kelly wendorf. So four of our CEO of Equus in our 28th episode of ruins and unwavering celebrating what is true and how do we root ourselves into that, see you after the break.

**Presenter 31:08**

You are listening to rooted and unwavering presented by growth Leaders Network, the leadership team and culture development company. If you would like to learn more about working on connectedness for yourself, your team or organization, please contact growth leaders network on LinkedIn. And now back to the show.

**Hylke Faber 31:33**

Act to rooted and unwavering I'm speaking to Kelly render of the CEO of Equus, which is a my view, a wisdom company, a wisdom company that helps you to connect more to what's true about you through through nature and all kinds of other modalities, and not in the least Kelly's wisdom itself and the people that she brings with her team. So Kelly, you're telling us about this falling in love with truth. So how does that happen in because you've worked with so many people over the years? How does that happen? And then how do you develop fidelity to that?

**Kelly Wendorf 32:13**

Okay, great question. And please keep me on track he'll go because there's just so many places we could go together. And I just am so appreciating the depths of this conversation that you know, just shows how much beautiful space you hold to thank you. You know, earlier I had said, you have to fall in love with truth, connectedness, you know, what, however you call this one calls this for its own sake. So one of the one of the outreaches of colonization, if that's a word to use, the outreach, I mean, one of the ways that colonization has taken root is in the spiritual New Age. I call it the spiritual New Age industrial complex, because it's become such a like thing. And there's a whole ton of pundits out there pushing a lot of stuff and you know, money's involved and, and when often in the circles people talk about following your heart or living your truth and all this so that you get something, live in your truth so that you get dot, dot dot. And it's misleading. It's powerfully misleading because it implies that if you follow your truth, if you live in your heart, a it's fluffy and sort of like shiny, happy people, rainbows, unicorns, it's all going to work out. Okay. My experience is that there's this wonderful Rumi poem about God. Finally, having enough of you and just dragging you around by your hair, do you not remember which one I'm talking about? It's just I love it. Because sometimes he gets tired of speaking sweetly. And he does just knock you around his room and drag you around by your hair and test you and make you lose everything. And my experience is that the more we commit it to this life, the more it asks of us. And so, you you have to change a fundamental egoic structure has to shift from what am I going to get from following this this path of truth to what do I need to fall in love with? You know, because when I fall in love with something, you know, I'll do anything to make it work right. I'll do anything for my children. I'll



do anything for my my dogs. I'll do anything for my beloved and and I'll look at my shortcomings and I'll do scary and hard things and I'll take leaps and I'll do reckless things, I'll do all kinds of things. Because my heart requires that to be so. And that could take me into some pretty crazy places that may even be dangerous at times, or hard or scary or, or, or dark. You know, because that's what love requires. And because it's love, I'm going to follow it and I trust it. Right. So I think that fidelity is gained when and I so I use the word fidelity very deliberately, because Fidelity has that association of the Beloved. And and it's for me, it's all one the beloved, you know, consciousness spirit, whenever the beloved the beloved, you know, it's all here and serving that I, if I could be for people, the people I serve and work with, if I could be their Tabata and I've never said this before, but if I could be their Kibana if I could walk towards them barefooted, you know, metaphorically speaking barefooted, you know, this sort of, like beautiful fabric thrown thrown over my shoulder, just this whole like to break the trance and and show them another world. Show them another way, then that is my life's work, because I trust that once I just do that, just show them like, look, red pill, blue pill, that's, you know, this weird, crazy, sad, despairing, disconnected, not quite right feeling that you have every day, no matter how successful you are, is because what you're seeing is not true. All these stories, all these narratives about who you're supposed to be and how you're supposed to live and how it's supposed to look and what it means to be a man or a woman or anything in between all these, you know, these are lies, and there's a is a trance, and freedom lies in waking up from that trance and seeing and so nature is my greatest ally, my greatest guide and CO facilitator because if I can create the right conditions, people just without even realizing that that's what they're looking for. I wasn't looking for Tabata. They, they all have like the horses and the nature and the silence here and the confluence of cultures that are here and the ancient, traditional traditional peoples that that live and work here, kind of fly under the neocortex of the brain, you know, that part of the brain that's like, Oh, this is just like nature and woowoo and blah, blah. It's not for me, and this is stupid, and it has nothing to do with leadership development and cultural creation. It just flies under there. And Pierce's just Pierce and I know the moment I know the moment when it happens. It's like a pot that gets broken. And I know that the moment that pot is broken, it can't be put back together again. And they may spend just like me the better part of their life, forgetting remembering, forgetting remembering, but they will never ever fully forget. So that's my job. And then you know, people will work with me for a long time. And you know, the first moment is sort of cracking the pot the rest is how to remember and how to hold with grace, the forgetting, you know, I'm not there as a coach to be like, Oh, you forgot, you forgot your fidelity forgot your accountability. You forgot to you know, set this boundary with this person because that finger thingy is the colonization and there's no I don't want to perpetuate what is a lie. So my job is to hold the forgetting in the remembering and run alongside and have the courage to be with folks when they are forgetting. And be in that forget space, and the darkness that's associated or the the temporary elation when one forgets Oh, you know, it really does feel good to be reunited with my alcoholic husband, you know that it's also so important whatever their journey is in that forgetting this is also holy.

**Hylke Faber** 39:48

Thank you for that I am struck by the breaking of the pot and and then you can never Put the shelves back together. And what I'd like you to speak more about is this. Not everybody gets to go to Ethiopia





and meet Kabbalah, or incubator, right? Not everybody gets to go to Santa Fe, and spend time with horses, and be in a very powerful natural cosmic spot. You could say, oh, no, in it, there's, there's, I think a billion of us, some of us will be in our whatever we are for the rest of our lives. So what is that? Sense? What how do you how would you describe that sense of being true to yourself? Because you experienced it? Interestingly, when you were in Dallas, sitting in that, yes. Yes. So what happens within a person? When that happens? Yeah, when the pot breaks when

**Kelly Wendorf 41:04**

the pot breaks, right, and, and just as importantly, what are the conditions that need to be in place that that happens, right? So part of this is, you know, mystery, I don't mean this as a, you know, cheap way out. But part of this is mystery and grace, you know, and part of this is part of this mystery, and grace. And part of this is the past, the pot cracking can happen, when you listen to some amazing piece of music, right? The pot cracking can happen when you give birth to a child, or you lose somebody prematurely to death. And it can happen really, anywhere. It doesn't have to happen in the in this kind of romantic, you know, out in Ethiopia, in the mountains of Santa Fe kind of thing. It can so yeah, so um, so you, you want to look, you want to look for it, anywhere that it can happen in your life. And the and the, in the remembering, or the way we tend to this fidelity, you know, for me is nature, horses, mountains, but maybe it's music, maybe it's dancing, maybe it's you know, you're a producer of music, and there's this like, unbelievable connection that you feel when you've just got just the right kind of things blended so that the right sound happens. Making an amazing business can be that that kind of experience. So it is unconditional. It's an equal opportunity employer.

**Hylke Faber 43:02**

Equal Opportunity. Employer, I want to go a little deeper into the requirements of the heart. But before we do that, I'm curious about this word colonization. Because you I heard you use it several times. And yet you very soon so eloquently described how it's not the geopolitical colonization that we think about when one country takes over another one culture maybe takes over another. What is what is it that you that you were speaking off? And why do you use the word colonization because I have a sense, there's a deep meaning behind it, that probably is helpful for us to hear.

**Kelly Wendorf 43:41**

It's an attempt that I'm making to articulate the trance that we are under right now. And it's very hard to articulate because the colonized mind doesn't see itself. Because it's the soup we swim in. It's the waters we swim in so we don't see them. Colonization kind of found its birthplace. When, when. And there's a few theories about this that are interesting. Okay, so one theory is that there was a point in human history when a lot of natural disasters happened. And it created a traumatic schism between humans and nature. And this makes sense to me. Plus, it's a very compassionate kind of viewpoint. You can imagine like you are worshiping Mother Nature, you're worshiping Mother Earth, you honor Mother Earth, you honor your connection, and then a tsunami wipes out your whole village or a volcano, you know, wipes out your whole society. Wow, suddenly, we're not feeling so connected to mother nature so more so much anymore. or, and that, I think is probably one of the more viable



explanations that, through that trauma through that collective trauma, we started to see ourselves as separate from nature and, you know, separate from a scary God that could, you know, smoke you or smite you. And that we had to control nature, and we had to worship God so that they didn't do that to us again. That is so understandable. No wonder, you know, no wonder we got lost collectively, the power over paradigm, which is also colonization, wants to have control over things that can't control. And it's very fear based. And so we, so I use this term power over and colonization a little bit interchangeably to say that, you know, about 6000 years ago, we were traumatized, we became afraid and in becoming afraid, we separated from everything that we were connected to. And that separation, perpetuated itself for 1000s of years. And the form of that separation, shows up in parenting, in medical practices, in how we treat minorities and, and people who are weaker than us how we treat women. Right, wrong, good, bad, shame, judgment, all of that is kind of the big soup of colonization, when you find yourself saying, I should, even that word should, is a colonized mind, using the word should to assert that you need to do something, or else Or else you're bad, or else you you know, whatever. Anytime you find yourself judging yourself. Anytime you find yourself othering in some way. And, you know, because as the world evolved, we had the power with, then we had some trauma collective trauma incident, then we have power over now we have power with and power over. Back, we're at that we're at that point where the two are sitting next to each other. And so I use colonization, because if we keep choosing this paradigm of power over, you know, we're not long here, we just aren't. And so we're at this choice point. And I want to lift up that all the things that causes pain and suffering. And I don't mean like the normal pain of losing a loved one, I mean, pain and suffering that is unnecessary, because we're entertaining narratives about who we should or shouldn't be. And where we do and don't belong, isn't necessary and isn't true. And so if we can do that, then we can give more energy to the power with paradigm that does live in our bodies, because that's what's natural, right?

**Hylke Faber 48:21**

It's what's natural. It's what's natural. And yet it is a choice because those two things power over and power with, live alongside. In our mind, in the colonized mind, it's the power over paradigm that covers the power with paradigm, the power with knowing the truth, knowing at least that's how I understand what you're saying. And part. I'd like to make this very practical also, because I know some of our listeners, many of them are leaders of teams or businesses. And I would love for you to speak to how does one as a leader of a team, apply this? Love it? How does one apply this?

**Kelly Wendorf 49:09**

And, you know, my one of my favorite spaces and deliberate spaces to work is in the corporate sector with senior level leaders because they wield so much influence in the world. A man named Arita goes who was the senior marketing director of Royal Dutch Shell. I believe 1950s He wrote a book called The Living company. And the book is all about how do we create organizations that thrive and do good in the world. And he posits that organizations are living organisms because just like people are made up of molecules and cells and you know, living cells, which makes up a human, then by extension, lots of humans in an organization makes a living company. So I love that kind of framework of looking at your your organization as a living company as a living organism? How do you just like the question?



How do I lead my own life so that it is in alignment with power with values? It's how do I create conditions for my company, so that it is living into power with values. One of the key places is to redefine leadership. So leadership is it's been defined by our colonized culture tends to be a very power over whether we say it is or isn't. It very much is through that framework, because that's what we've been taught. Leadership has been taught through military structures and war structures. And, and so our minds naturally associate leadership with power over, I'm gonna have dominance over influence over these others. And we haven't had models to teach us what real leadership is, if you look to leadership from 3.8 billion years of evolutionary intelligence, the natural world, you see that leadership is not power over a lot of the things we see in the natural world, like with animals, and we see, you know, kind of sparring happening with animals. That's not leadership that's mating, that's breeding that has nothing to do with leadership. Leaders are the ones who care the most, and who are the most present. And I want to say that again, when you look in the natural world, you see that the leaders, the real leader, of the herd of the clan of the flock of the whatever is the one who cares the most, and who is the most present. So imagine if we selected our leaders based on that criteria, right, instead of whatever charisma, power, dominance, the ability to influence others in that way. So leadership is a servant position. And so when we have the privilege of working with senior level leaders here at the ranch, they get to do a form of what we call biomimicry. It which is a newly emerging field, which very simply means looking to nature's intelligence, to inspire innovative thinking for the problems that we face today. So it's great to look to humans to see how they do things. But we're the newbies on the planet, we have not been around very long, compared to 56 million years of the horse herd, one of the most successful mammals on the planet. Why are they so successful? Because of how they lead 3.8 billion years of evolutionary intelligence, you know, why is it so successful? Why does it endure in spite of all the things we do to it, because of the way it's organized because of the way it works in the world, species who operate and mutualisms survive far longer and better than species who compete. So let's look to the older teachers. Let's look to nature, let's look to a horse herd. Let's look to bee colonies and ant colonies, how do they do it? And this is what we do with senior level execs, is give them an experience, remembering of how it can be different, and how successful it is, and then help them to translate that into practical applications. And some of those practical applications are around finding mindsets that support power with paradigms mindsets like you know, victim player and nowhere learner and impact versus intention and feel all feelings like there's there's a lot of different mindsets that can that can that are digested easily digestible in the corporate sector that don't aren't quite so sort of out there, Mr. Cole, but really like how do you show up every day, in a space of you and I are the same, and we belong in this space together. And if I relate to you, in my company as a connected whole, how does shake my speech? How does that shape my commitments to you? How does that shape the culture I want to create in my company, that kind of stuff. So we have a wonderful class that we teach, called assertiveness for empaths. And it's changed the name now we call it a servant, assertiveness for life and leadership. And it's about how we articulate ourselves and empower Are others to articulate themselves in a power with way that is mutually empowering for both parties. And it's basically decolonizing our brains. Yes.

**Hylke Faber** 55:16



decolonizing our hearing about biomimicry, I hear about Kabaddi Kabaddi, I hear about 56 million years of horse species that can teach us something. So, we are amazingly getting to the final parts of our conversation today, Kelly, which I've so deeply enjoy. I'd like you to reflect this as you think about what you'd like listeners to walk away with. You spent so much time with the horses, I have to ask you this question. I have to ask it. If the horses could have a voice, and they could speak in our language, what would they say to us?

**Kelly Wendorf 56:00**

Ah, well, it's such a great question. First of all, I think they would say You are more beautiful and powerful, and wanted than you ever imagined and needed. And they would say, just be here, just be here right now, in this moment.

**Hylke Faber 56:33**

Be here right now in this moment. And I love in this conversation, that the requirement for a leader in a power with leader is present, presence and care. Being here with and how pervasive the forgetting is, and how enlivening the remembering is and the choices that we have, and the fidelity that we have. Once we remember a little bit to stay true to our remembering. So any final words you'd like to say Kelly as we close our conversation?

**Kelly Wendorf 57:17**

My heart is full. Thank you.

**Hylke Faber 57:22**

Thank you so much, Kelly. We've been speaking to Kelly Wendover she's the CEO. I can tell a very present and caring leader of Equis and we've been learning from her and with her about power with and how do we stand in that connectedness that comes when we align with what is true, which can also be described as as being in power with being empowered with next time, we'll connect continue this conversation with another amazing guest. This like Kelly is an amazing guest, Matt Oppenheimer, he's the CEO of remitly, the remittance provider, a person that is very loyal and has been very loyal to his heart to that question about what is it that you want to live in this world is credit and now NASDAQ graded or less NASDAQ listed company about that, that lives very devalue. So we'll talk more about power within this next episode. If you want to learn more about router unwaivering, you can find us of course, and all the places where people listen to Apple to podcasts like Apple and Spotify and places like that. And of course, also in LinkedIn. This was our 28th Episode you've been listening to root and unwavering where we help leaders connect more deeply to their innate potential. I'm your host, SoCal Faber and see you next time. Thank you.

**Presenter 58:58**

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