

# **STYBEL PEABODY & ASSOCIATES, INC.**



Laurence Stybel, Ed.D., and Maryanne Peabody, MBA, founded Stybel Peabody Associates, Inc.

## **Leadership in a World Where Power is Top Down AND Bottom Up.**

Below is a tragic example of how power flows up:

Basseley Nakoula, age 55, is a convinced felon living in California. He was convicted of bank fraud and sentenced to 21 months in prison plus he must pay \$790,000. As part of his probation he was not to use the Internet without the approval of authorities.

Mr. Nakoula assumed the name Sam Bacile and created an anti-Islamic movie. He then distributed this film on the Internet.

Once the film went on the Internet, there were demonstrates in Afghanistan, Bahrain, Bangladesh, Egypt, Gaza, Great Britain,

India, Iran, Iraq, Israel, Lebanon, Libya, Malaysia, Morocco, Nigeria, Pakistan, Qatar, Sudan, Syria, Tunisia, Turkey, West Bank, and Yemen.

Thus far, four Americans and three citizens of Middle East countries have died.

Power moves from the bottom up!

### IMPLICATIONS FOR LEADERS

This tragedy illustrates the new power equation in an interconnected world.

In our consulting practice at Stybel Peabody we continue to see senior level corporate leaders who still think that power flows from the top down.

Power in an interconnected world flows top down and bottom up.

Below is a real-world example:

Rita is an associate at a CPA firm is told she will not make partner. She ought to quietly look for professional opportunities outside the firm. She perceives she was never listened to by her direct supervisor and was treated with disrespect.

She will depart with dignity and not say anything negative.

What happens after Rita gets resettled?

Rita becomes a one-person communications agency who knows how to use LinkedIn.com, Facebook.com, and Twitter.com. She is warning her friends and accounting students to stay away from this CPA firm.

In a world where power now flows top down AND bottom up, design your selection and termination programs to turn former employees and rejected candidates into valuable future allies.

## LESSON FROM MCKINSEY & COMPANY

McKinsey & Company "gets it."

They do not pay for outplacement services from the HR budget. It gets paid from its marketing budget.

McKinsey doesn't speak about "former employees." They do speak about "alumni" and have a strong alumni development program. They keep in touch with alumni.

Are your severance and outplacement programs designed with turning former employees into valued alumni? If not, do remember that power flows down and up in an interconnected world.

\*\*

Stybel Peabody provides companies with "leadership and career success" for valued senior level talent. Core services include retained search for leaders on Boards or whose jobs touch Boards (Board members, CEOs, COOs, CFOs), leadership coaching, and executive-level outplacement for leaders who should be networking with Board members.

The readers of *Massachusetts Lawyers Weekly* voted Stybel Peabody Associates, Inc. "Best Outplacement Firm" in 2020, 2019, 2018, and 2017.

For a free 30-minute consult, contact:

Maryanne Peabody

Stybel Peabody Associates, Inc.

[peabody@stybelpeabody.com](mailto:peabody@stybelpeabody.com)

stybelpeabody.com

boardoptions.com