Resources for Building Businesses of Abundance

People, ideas, communities and capital for owners seeking to build businesses where people, purpose and prosperity reinforce one another.

A Note About These Resources

This is a curated collection of people, organizations, communities, books and capital providers whose work I have found useful or believe may be relevant to ideas explored in Businesses of Abundance. I know or have personal experience with most of them; others are included because their work appears particularly relevant.

Inclusion here is not an endorsement or warranty. People, organizations and approaches differ considerably, and something that resonates with one business owner may not fit another. Please do your own research, talk with references where appropriate, and decide what is useful and appropriate for you and your business.

A few of the people or organizations listed here may, elsewhere in their work, discuss practices or viewpoints that I do not personally endorse. One example is psychedelic drug use, which I do not advocate and do not believe is necessary for the development of greater compassion, wisdom or self-awareness. Inclusion reflects the potential usefulness of the specific work described here—not endorsement of every belief, practice or position associated with a person or organization.

1. Sensemaking & Education

21 Hats

Website: 21hats.com

Why it may be useful: 21 Hats is unusually grounded in the real decisions, tradeoffs and occasional messiness of running a privately held business. Its articles, podcasts and owner conversations are particularly useful for leaders who want to learn from other entrepreneurs without assuming that maximizing growth, valuation or an eventual exit is always the right objective.

People: Journalist Loren Feldman created 21 Hats after years of covering entrepreneurship, including creating The New York Times "You're the Boss" small-business blog. His work tends to focus on what actually happens inside owner-led companies rather than entrepreneurship as an abstraction.

AllSides

Website: www.allsides.com

Why it may be useful: AllSides makes political and media bias more visible by showing how issues are covered from different perspectives. For owners trying to resist polarization, confirmation bias and reflexive tribal thinking, it provides a practical way to see how intelligent people can encounter very different versions of the same story.

People: Rather than simply declaring sources "biased" or "unbiased," AllSides uses surveys and multipartisan review processes to evaluate media bias. That methodology is part of what makes it useful as a sensemaking tool rather than simply another news source.

Big Think — Eric Markowitz

Website: bigthink.com

Why it may be useful: Big Think covers a much wider intellectual landscape than business alone, but Eric Markowitz's work on long-lived companies is especially relevant to Businesses of Abundance. His research asks what companies that survive for generations can teach us about resilience, succession, culture, people and long-term thinking—a useful counterweight to a business culture that can overemphasize speed, scale and the next transaction.

People: Eric Markowitz is an investor and former award-winning business journalist. His forthcoming book, Outlast, draws on his study of some of the world's oldest enduring companies and explores many of the same long-horizon questions raised in Businesses of Abundance.

Commoncog

Website: commoncog.com

Why it may be useful: Commoncog studies how experienced business operators develop judgment, recognize recurring patterns and make better decisions under uncertainty. It provides a rigorous bridge between abstract sensemaking and actual operating decisions—and is particularly useful for developing the "wisdom" side of heart-and-wisdom leadership.

People: Cedric Chin founded Commoncog while documenting his own effort to become a better business operator. His work places unusual emphasis on learning from real operating histories and cases rather than relying solely on generalized management theory.

Compassion Institute

Website: www.compassioninstitute.com

Why it may be useful: Compassion Institute offers structured programs for people who want to develop compassion as an actual capacity rather than simply endorse it as a value. Its training incorporates attention, self-compassion, resilience, relationships and compassionate responses to difficulty.

People: The organization was co-founded by Thupten Jinpa, Ph.D., a scholar and longtime English translator for the Dalai Lama who was also the principal author of Compassion Cultivation Training developed at Stanford's CCARE.

Foundation for Critical Thinking

Website: www.criticalthinking.org

Why it may be useful: The Foundation offers systematic tools for examining assumptions, evaluating evidence and improving reasoning. Particularly relevant to Businesses of Abundance is its conception of "fairminded critical thinking," which includes intellectual humility, empathy, integrity and willingness to question one's own perspective—not simply becoming more effective at proving someone else wrong.

People: The Foundation's framework was developed substantially through the work of Dr. Richard Paul and Dr. Linda Elder, an educational psychologist who has spent decades developing practical methods for disciplined critical thinking.

Ground News

Website: ground.news

Why it may be useful: Ground News aggregates coverage of the same stories from multiple sources and makes differences in political perspective and coverage visibility easier to see. Its "Blindspot" feature can help identify not only how stories are framed but which stories one's normal information ecosystem may not be showing at all.

People: Ground News was co-founded by siblings Harleen Kaur, a former NASA engineer, and Sukh Singh. They built the service around comparison rather than asking readers simply to trust another editorial gatekeeper.

Imaginal Journeying — River Kenna

Website: imaginaljourneying.com

Why it may be useful: Imaginal Journeying explores the deliberate cultivation of imagination through guided and embodied practices. For leaders whose education and careers have heavily rewarded analysis, optimization and control, it offers a different way of developing creativity, intuition and imagination.

People: River Kenna is a writer and guide whose work includes Imaginal Journeying and somatic practices. His approach is more experiential and less conventionally “business” oriented than many resources here, so it will naturally resonate more with some owners than others.

Panoptica — Epsilon Theory Notes

Website: www.panoptica.com/et-notes

Why it may be useful: Epsilon Theory examines narratives: how stories, incentives, institutions and repeated messages influence what groups of people come to perceive as reality. It can be particularly useful for owners trying to distinguish underlying information from the narratives layered on top of it in markets, politics and institutional communication.

People: Ben Hunt and Rusty Guinn are two of the writers behind Epsilon Theory. Their work combines investment experience, game theory, history and narrative analysis to examine how information environments influence behavior and belief.

Peter Merry

Website: petermerry.org

Why it may be useful: Peter Merry’s work explores leadership, organizational transformation, sustainability and deeper questions about what work is for. Some of his material extends well beyond conventional management thinking into consciousness and energetic approaches, so this could be better viewed as an exploratory resource than a standard business methodology.

People: Peter Merry is an author, educator, consultant and entrepreneur whose work has included organizational transformation in corporate, public and nonprofit settings. Readers should expect his work to range from conventional leadership and systems thinking into more exploratory territory.

Stanford CCARE

Website: ccare.stanford.edu

Why it may be useful: Stanford’s Center for Compassion and Altruism Research and Education brings scientific research and practical training to compassion, empathy and altruism. Particularly relevant to BOA is the idea that compassion is not simply a personality characteristic one either possesses or lacks—it is a human capacity that can be intentionally developed. It is not related to the Effective Altruism movement.

People: CCARE was founded in 2008 by Stanford neurosurgeon, entrepreneur and author Dr. James Doty, who devoted much of his later career to studying compassion and developing practical methods for cultivating it.

The Progress Network

Website: theprogressnetwork.org

Why it may be useful: The Progress Network deliberately looks for meaningful evidence of human progress that can be obscured by a news environment structurally attracted to crisis and conflict. It does not argue that everything is getting better; rather, it provides a useful corrective to biases that can make deterioration seem universal and progress almost invisible.

People: The network was founded by author and investor Zachary Karabell and is led by Executive Director Emma Varvaloucas, who also co-hosts its 'What Could Go Right?' podcast.

The Thinking Shop / School of Thought

Website: thethinkingshop.org

Why it may be useful: The Thinking Shop makes critical-thinking concepts approachable through visual tools—including playing cards illustrating cognitive biases and logical fallacies. It can be a fun way to introduce better reasoning into a leadership team or family without turning the exercise into an academic course.

People: The shop supports School of Thought, a nonprofit focused on creative and critical thinking and on making reasoning errors and persuasion techniques easier for ordinary people to recognize.

Ted Gioia's 12-Month Immersive Course in Humanities

Website: www.honest-broker.com/p/a-12-month-immersive-course-in-humanities

Why it may be useful: Gioia designed a one-year self-directed journey through literature, philosophy, religion, music and visual art. For analytically trained businesspeople who received little formal education in the humanities, it offers a structured way to build a much broader reservoir of stories, history and perspectives from which to understand human beings.

People: Ted Gioia is an author, music historian and cultural critic. His curriculum ranges across cultures and eras and incorporates music and visual art alongside reading. It is a substantial commitment, but potentially a rewarding one.

2. Business Practices & Ownership

Common Trust

Website: www.common-trust.com

Why it may be useful: Common Trust helps owners evaluate and execute transitions to Employee Ownership Trusts (EOTs). An EOT can provide an alternative to selling to private equity, a competitor or another outside buyer by creating long-term employee ownership while providing liquidity to the selling owner.

People: Zoe Schlag founded Common Trust following work in impact investing and economic development. Its team combines small-business, investment, legal and employee-ownership expertise.

Entrepreneurial Operating System — EOS

Website: www.eosworldwide.com

Why it may be useful: Businesses of Abundance focuses heavily on how and why owners lead; EOS can supply some of the mechanics required to make those intentions operational. Its structured approach to vision, accountability, priorities, meetings and execution can provide useful scaffolding for a values-rich culture without sacrificing clarity or discipline.

People: Entrepreneur Gino Wickman created EOS and popularized the system through Traction. A large network of EOS Implementers now helps leadership teams put the system into practice.

National Center for Employee Ownership — NCEO

Website: www.nceo.org

Why it may be useful: NCEO is an excellent provider-neutral starting point for owners exploring employee ownership. Its resources cover ESOPs, equity compensation and other forms of broad-based employee ownership, allowing an owner to understand the landscape before deciding whether a particular structure or provider is appropriate.

People: Founded in 1981, NCEO is an independent nonprofit organization that conducts research, publishes educational materials, provides training and convenes companies and professionals involved in employee ownership.

Ownership Works

Website: ownershipworks.org

Why it may be useful: Ownership Works helps companies implement broad-based employee ownership programs. Its work is useful for owners asking how employees might share more directly in the economic upside they help create without assuming that every company should become an ESOP.

People: Pete Stavros, Co-Head of Global Private Equity at KKR, founded Ownership Works after developing employee-ownership models across portfolio companies. His interest was influenced in part by his father's experience as an hourly worker who had little participation in the wealth he helped create.

The Great Game of Business

Website: www.greatgame.com

Why it may be useful: The Great Game's open-book-management approach teaches employees how the business actually works financially, gives them visibility into the score and encourages them to participate in improving it. At its best, it shifts employees from recipients of management decisions toward economically literate participants in the enterprise.

People: Jack Stack developed the approach while he and a group of managers were trying to save an International Harvester remanufacturing plant. That business evolved into SRC Holdings and the methodology later became The Great Game of Business.

3. Communities for Business Owners

C12 Business Forums

Website: www.joinc12.com

Why it may be useful: C12 combines confidential CEO peer groups, one-to-one guidance and conventional business disciplines with an explicitly Christian understanding of stewardship and purpose. It can be useful for Christian owners who want faith to shape how the business itself is managed rather than only what happens to profits afterward.

People: C12 operates through local Chairs who facilitate peer forums and coach members. Because its worldview is explicitly Christian, it is more philosophically specific than most communities listed here.

Conscious Capitalism

Website: www.consciouscapitalism.org

Why it may be useful: Conscious Capitalism is one of the closest established intellectual relatives to Businesses of Abundance and lists my book on its website. Its framework emphasizes higher purpose, stakeholder orientation, conscious leadership and conscious culture while retaining a strong belief in entrepreneurship and markets.

People: The movement is closely associated with John Mackey, co-founder of Whole Foods Market, and professor and author Raj Sisodia, who co-authored Conscious Capitalism and remains a major intellectual voice in the movement.

Do More Good Movement

Website: www.domoregood.com

Why it may be useful: Do More Good works with owners and organizations trying to integrate purpose and positive societal impact into successful businesses. Its events and programs can be useful to owners looking for other practitioners working around purpose, culture and business as a constructive social institution.

People: The movement was co-founded by Jay Wilkinson and Graham Pansing Brooks and includes a broader community of business leaders and educators.

Founder Satsang

Website: scottbritton.me

Why it may be useful: Founder Satsang is a peer community for entrepreneurs interested in pursuing achievement without separating it from inner development. It can be useful for founders who find conventional entrepreneurial communities good at strategy, fundraising and execution but less comfortable addressing identity, consciousness, meaning and the internal costs of achievement.

People: Scott Britton is an entrepreneur whose startup Troops was acquired by Salesforce. He subsequently created Founder Satsang and Conscious Talent and wrote *Conscious Accomplishment*.

Green Business Network

Website: www.greenbusinessnetwork.org

Why it may be useful: Green Business Network connects companies seeking greater environmental and social responsibility. Its greatest usefulness may be practical: meeting other owners who see environmental stewardship, employees, communities and business economics as interconnected. Its membership and programming have a stronger environmental and social-advocacy orientation than some resources in this directory, so owners should determine whether its particular approach and community fit them.

People: Green Business Network is part of Green America. Its leadership has included Steve Fletcher, whose career has included local economic development and sustainable business.

LeanMind

Website: www.leanmindway.com

Why it may be useful: LeanMind is a newer community concerned with agency, clarity, attention, simplicity and how people allocate their energy. Its premise—that modern leaders sometimes need subtraction and clearer attention more than another layer of productivity techniques—fits particularly well with BOA themes of "enough," agency and managing one's own internal state.

People: Ben Johnson is an entrepreneur, investor/advisor, coach and teacher who has worked with founders and leadership teams. LeanMind draws on philosophical and contemplative traditions and attempts to translate them into practical tools for decision-making and leadership.

Lowcountry Local First

Website: www.lowcountrylocalfirst.org

Why it may be useful: For Charleston-area owners, Lowcountry Local First provides something national organizations cannot: a direct connection between locally owned businesses and the health of the surrounding community. Its work around local ownership, education, advocacy and economic development fits the BOA idea that healthy businesses can create expanding circles of opportunity close to home.

People: Founded in 2007, the organization is led by a Charleston-based team working with independent businesses throughout the Lowcountry.

Small Giants Community

Website: smallgiants.org

Why it may be useful: Small Giants is among the most directly relevant communities in this directory. It is built around companies whose owners deliberately pursue excellence, culture, purpose and enduring relationships rather than assuming bigger is always better. It is especially useful for owners wrestling with "enough," independence, stewardship, succession and pressures to grow or sell.

People: The movement grew from Bo Burlingham's book Small Giants. Burlingham and entrepreneur Paul Spiegelman subsequently created the Small Giants Community. Entrepreneur and *Finding Freedom* author Jean Moncrieff is now its CEO.

Tugboat Institute

Website: www.tugboatinstitute.com

Why it may be useful: Tugboat is designed specifically for leaders of Evergreen companies: private, profitable, purpose-driven businesses intended to endure rather than move toward a predetermined exit. For owners wanting to remain private, invest for the long term and build institutions capable of outliving their founders, it is particularly relevant.

People: Investor and entrepreneur Dave Whorton founded Tugboat Institute after becoming interested in business owners who rejected the standard venture-capital assumption that successful companies should ultimately be sold or taken public.

Vistage

Website: www.vistage.com

Why it may be useful: Vistage is less explicitly purpose-oriented than Small Giants, Tugboat or Conscious Capitalism, but its confidential peer groups can give owners access to other CEOs confronting real decisions involving people, strategy, capital and growth. The quality and culture of an individual group can matter considerably, so prospective members should evaluate the specific Chair and members rather than only the Vistage brand.

People: Vistage groups are generally composed of noncompeting executives and facilitated by an experienced local Chair, with individual coaching accompanying the peer process.

4. Coaches & Leadership Development

Adam Ross

Website: www.linkedin.com/in/adam-ross-6bbaab2

Why it may be useful: Adam brings the perspective of someone who has built, financed and led companies rather than approaching executive coaching solely from a coaching background. He may be particularly useful to established CEOs wanting a thought partner capable of understanding financial, strategic and human dimensions simultaneously.

People: Adam Ross has more than two decades of experience spanning entrepreneurship, investing, M&A and leadership, including co-founding and serving as CEO of Heyday. His background also includes an MBA from Wharton and the CFA designation.

Adrian "AJ" Jones — MORE

Website: www.bemorealigned.com

Why it may be useful: MORE works with successful founders, executives and professionals who reach a point where conventional measures of success no longer feel sufficient. Its work around self-compassion, honest self-assessment, redefining success and designing the next chapter is particularly relevant to BOA's question of what "enough" means.

People: AJ Jones created MORE following serious health events that led him to reconsider the relationship between external success and internal alignment. MORE combines curriculum, coaching, community and retreats.

Alex Bierach

Website: alexbierach.com

Why it may be useful: Alex works at the intersection of executive coaching, behavioral change and deeper personal development. His approach can be useful to leaders who understand a problem cognitively but discover that understanding alone does not change the patterns producing it.

People: Alex Bierach is an executive coach whose training spans Internal Family Systems, Hakomi, Integral Coaching, Leadership Circle and other developmental approaches.

Alex Carabi

Why it may be useful: Alex combines executive coaching with deeper relational and psychological approaches. His work may be particularly useful for established owners confronting founder dynamics, family-business relationships, power, identity or recurring patterns that ordinary business coaching does not reach.

People: Alex Carabi works across executive coaching and psychologically informed developmental practices. His approach is more intensive and experiential than conventional business coaching, making practitioner and methodology fit especially important.

Anastasia Fugger

Website: www.anastasiafugger.com

Why it may be useful: Through voice, improvisation, play and embodied creative practices, Anastasia helps people explore capacities such as creativity, spontaneity, listening and expression that can become underdeveloped in highly analytical careers.

People: Anastasia Fugger has backgrounds spanning behavioral biology, journalism, documentary work, photography and embodied voice practice. This is an experiential and artistic resource rather than a business-management methodology.

Brian Whetten — Core Coaching

Website: www.corecoaching.org

Why it may be useful: Brian's work sits unusually close to the central territory of Businesses of Abundance: how ambitious, capable people can retain agency, accountability and effectiveness while developing greater emotional maturity, authenticity and purpose. His work on difficult decisions, fear, constructive conflict and positive accountability is particularly useful for avoiding the false choice between demanding results and treating people well.

People: Brian Whetten, Ph.D. trained as a computer scientist, became a Silicon Valley entrepreneur and participated in startups and an IPO before moving deeply into psychology, leadership and personal development. He subsequently founded Core Coaching and wrote *Yes Yes Hell No!*.

Devin Martin — Lifestyle Integrity

Website: www.lifestyleintegrity.com

Why it may be useful: Devin works with people facing consequential life and professional decisions—moments when conventional optimization may no longer be enough. His coaching can be particularly relevant to successful founders questioning what they actually want next, whether their business still fits the life they want, or how achievement relates to meaning and contribution.

People: Devin Martin founded Lifestyle Integrity and works with executives, entrepreneurs and creatives around self-discovery, professional development and major decisions. His broader work explores several personal-development modalities; readers should determine which aspects are appropriate for them.

Isik Tlabar

Website: www.isiktlabar.com

Why it may be useful: Isik focuses explicitly on developing intuition through coaching, breathwork and embodied practices. For leaders with strong analytical capabilities, this can offer an exploration of whether bodily, emotional and intuitive information can usefully complement—not replace—analysis.

People: Işık Tlabar is an intuition coach, breathwork facilitator and author. This is one of the more experiential and spiritually oriented resources on the list and should be approached as personal-development work.

Joe Bennett — Watchfire Endeavors

Website: www.watchfireendeavors.com

Why it may be useful: Watchfire is particularly relevant to owners whose companies have become too dependent upon them. Joe works on both operating systems and the leader's own development, recognizing that founder dependency is often simultaneously an organizational-design problem and a personal one. That connects directly to the BOA progression of Develop People → Create Agency → Increase Capacity.

People: Joe Bennett brings substantial owner-operator experience, years of implementing operating systems in owner-led companies and a long contemplative practice. Watchfire focuses on the intersection between the business an owner is building and the person the owner is becoming.

Joe Hudson — Art of Accomplishment

Website: www.artofaccomplishment.com

Why it may be useful: Art of Accomplishment explores the intersection of ambition, emotional development, relationships and self-awareness. Its relevance to owners is that it does not frame inner development as retreating from achievement; instead, it treats leaders' emotional and relational patterns as part of the operating environment of their companies.

People: Joe Hudson founded Art of Accomplishment after decades of studying contemplative traditions and psychology alongside experience in venture capital and entrepreneurship. Its programs can involve significant experiential and emotional work, making fit particularly important.

John Burns — OPT-IN Consulting

Website: www.optin-consulting.com

Why it may be useful: John's work focuses on decision-making and performance under extreme pressure, integrating analytical thinking with somatic awareness, emotional regulation, intuition and relationships. While developed substantially around traders and markets, the underlying work can be useful to CEOs repeatedly making consequential decisions under stress.

People: John Burns spent 17 years trading on the Chicago Mercantile Exchange floor before developing his nervous-system-oriented performance methodology for traders, athletes and executives.

John Price

Why it may be useful: John's Jungian depth-psychology work may be useful to established owners wrestling with power, identity, shadow, legacy and aspects of themselves that conventional leadership development tends not to address.

People: Dr. John Price is a Jungian-oriented psychotherapist and longtime leader within Houston's depth-psychology community. His work incorporates psychological, archetypal and contemplative traditions and is substantially deeper personal work than conventional executive coaching.

Justin Wilford

Website: www.justinwilford.com

Why it may be useful: Justin uses Internal Family Systems to help people understand internal "parts" that can drive perfectionism, control, fear, conflict and overwork. For owners interested in the inner operating system behind leadership behavior, IFS provides a structured vocabulary for observing these patterns rather than simply suppressing them.

People: Justin Wilford, Ph.D. is an IFS practitioner, writer and retreat leader whose earlier work included academic research and mental-health program development.

Livio Marcheschi

Website: mentorcruise.com/mentor/liviomarcheschi

Why it may be useful: Livio combines practical technology and product-management experience with coaching around leadership, transitions, stress, priorities and personal development. He may be especially useful for leaders in technology and growth-stage businesses who want someone comfortable moving between operating questions and the human difficulties accompanying responsibility.

People: Livio Marcheschi has more than a decade of experience in technology businesses and product leadership along with training and practice in career and personal-development coaching.

Melissa Mitchell-Blitch

Website: www.linkedin.com/in/melissamitchellblitch

Why it may be useful: Family businesses magnify the difficulty of distinguishing ownership, management, money and family relationships. Melissa helps families navigate boundaries, conflict and decisions when commercial and emotional systems overlap—making her particularly relevant to succession, family employment and family governance.

People: Melissa Mitchell-Blitch began professionally in finance and accounting before moving into psychology and family-enterprise consulting. She is also the author of *In the Company of Family*.

Patrick Boland — The Contemplative Leader

Website: www.thecontemplativeleader.com

Why it may be useful: Patrick's work starts from an important leadership problem: many situations that matter most cannot simply be controlled into submission. He uses contemplative practice, psychology and leadership development to cultivate presence, connection and awareness of the internal patterns leaders bring into organizations.

People: Patrick Boland is an executive coach, leadership consultant and psychotherapist who has worked with major global organizations and with the Center for Action and Contemplation. He wrote *The Contemplative Leader* and co-authored *Every Thing Is Sacred* with Richard Rohr.

Steven Wilkinson — Good & Prosper

Website: goodandprosper.com

Why it may be useful: Steven works with owners interested in building enduring private businesses around purpose, people and place rather than automatically optimizing toward maximum scale or an exit. His work can be particularly relevant to owners asking how to remain independent while creating a company capable of flourishing beyond them.

People: Steven Wilkinson is an entrepreneur, adviser and co-founder of Good & Prosper who has also been closely involved with the Small Giants movement. His work emphasizes stewardship and enduring enterprise rather than extraction.

5. Books & Deeper Learning

Conscious Accomplishment — Scott Britton

Britton examines whether ambition and inner development actually need to conflict. His argument that goals and achievement themselves can expose attachment, fear and identity makes this particularly relevant to founders who do not want to abandon ambition but want a healthier relationship with it.

The Contemplative Leader — Patrick Boland

A useful bridge between leadership literature, psychology and contemplative practice. Boland examines presence, identity, connection and leadership in situations that cannot simply be controlled or optimized.

Everybody Matters — Bob Chapman & Raj Sisodia

One of the closest real-world operating examples of BOA's people-centered ideas. Barry-Wehmiller CEO Bob Chapman argues that businesses should treat the people entrusted to them with dignity, care and respect—and that workplace experience travels home into families and communities. Conscious Capitalism co-founder Raj Sisodia helped Chapman articulate the philosophy.

Finding Freedom — Jean Moncrieff

Moncrieff asks what happens when the successful business an entrepreneur built to create freedom eventually takes that freedom away. His progression from Hero to Steward and from founder dependency toward a capable team overlaps strongly with BOA's treatment of stewardship, agency and "enough."

In the Company of Family — Melissa Mitchell-Blitch

A practical resource for the overlapping roles of parent, child, sibling, employee, owner and trustee that make family enterprise unusually complicated. Particularly relevant to succession and family governance.

Into the Magic Shop — James R. Doty, M.D.

Part memoir and part exploration of attention, emotional regulation and compassion. Doty's journey from a difficult childhood through professional and financial success toward a different understanding of what success was for makes it particularly relevant to the "heart" side of BOA.

Love Conquers Fear: Humanity, AI, and the Age of Abundance for All — Brett Alexander Hurt

Hurt asks a large version of a question that sits behind Businesses of Abundance: as technology gives human beings increasing power, can wisdom, love and human development keep pace? The book connects artificial intelligence and other emerging technologies with questions of scarcity, fear, consciousness, ethics and the possibility of broader human flourishing. It is considerably more expansive and spiritually exploratory than a conventional business book, but owners interested in the larger societal context surrounding abundance may find it thought-provoking.

The Founder's Treadmill — David Grau Sr.

A practical book for owners whose companies have become dependent upon them for nearly everything. Grau focuses on systems, teams, leadership and enterprise value that allow the founder to move from indispensable operator toward genuine owner. Grau has written several other useful books on succession, building enduring businesses, and the rewards of acting as a steward.

The Great Game of Business — Jack Stack with Bo Burlingham

A practical framework for turning employee agency into an operating system through financial literacy, transparency and shared outcomes. Particularly useful for owners who believe in empowerment but need mechanisms through which employees can actually exercise it.

The Master and His Emissary — Iain McGilchrist

The most demanding book on this list—and a major intellectual framework rather than a conventional business book. McGilchrist examines different modes of attention associated with the brain's hemispheres and uses that distinction to explore philosophy, culture and Western history. For BOA, its relevance lies in the tension between abstraction, control and optimization on one side and context, relationship, embodiment and the living whole on the other. McGilchrist's ambitious hemisphere thesis remains debated; I recommend it as a provocative and potentially illuminating framework.

The 7 Habits of Highly Effective People — Stephen R. Covey

A durable framework connecting personal character with interpersonal effectiveness. Proactivity, beginning with the end in mind, seeking first to understand, thinking win-win and renewal overlap naturally with BOA's emphasis on agency, trust and stewardship. One of my favorite books of all time.

The Speed of Trust — Stephen M. R. Covey

Perhaps the most direct companion to BOA's discussion of trust. Covey makes the practical case that trust affects both the speed and cost of getting things done while providing a framework for intentionally developing credibility and high-trust behaviors.

The War for Kindness — Jamil Zaki

Zaki draws on psychology and neuroscience to argue that empathy is not simply a fixed trait—it can be developed. That makes the book particularly relevant both to leadership development and to resisting the reciprocal dehumanization increasingly common in public life.

Yes Yes Hell No! — Brian Whetten

A compact framework for consequential decisions when competing choices have meaningful benefits and costs. Whetten incorporates rational analysis while also examining fear, internal conflict and whether a goal feels genuinely important. It is a great read on using heart and intuition as part of important decision-making.

6. Purpose-Aligned Capital & Ownership Alternatives

A Note About Capital

Outside capital can be enormously helpful, but it is not inherently better than continuing to build independently. Taking investment almost always introduces new economics, expectations, governance rights and relationships.

Every investor also has a relatively narrow "strike zone"—including company size, industry, geography, stage and transaction type. Before approaching a firm, owners should determine whether they actually need outside capital, understand the tradeoffs involved, investigate the investor's experience in their industry, speak with founders and owners who have worked with the firm, and determine whether its time horizon, incentives and definition of success fit their own.

Finding the right partner can also take time. It is unusual for the first few conversations to produce the right fit.

The firms listed here caught my attention because some aspect of their structure, philosophy or investment approach appears relevant to Businesses of Abundance. Inclusion is not a recommendation to invest with, accept capital from, or transact with any particular firm. Do your own diligence—especially on the people who will actually be sitting across the table from you after the transaction.

11 Tribes Ventures

Website: 11tribes.vc

Why it may be useful: One of the more unusual venture firms here because it treats founder health and development as part of its investment thesis. It argues that healthier founders build more durable companies and provides resources specifically for founder resilience and development.

People: Founder Mark Phillips created 11 Tribes partly from his own experience building a startup and confronting how completely his identity had become entangled with the company.

550 Holdings

Website: 550holdings.com

Why it may be useful: 550 offers both partial-liquidity partnerships and full legacy buyouts, with an explicit long-term holding philosophy. Its distinction between growth partnerships and legacy transitions may be useful to founders seeking liquidity without automatically sacrificing independence, culture or continuity.

People: Founder Jorge Quiroga built and exited companies before creating 550 as a long-term home for enduring small businesses.

Acumen

Website: acumen.org

Why it may be useful: Acumen pioneered Patient Capital, investing in enterprises addressing poverty and populations conventional markets frequently overlook. It is primarily relevant to entrepreneurs whose businesses explicitly address human needs, particularly in emerging markets.

People: Jacqueline Novogratz founded Acumen after experience spanning banking, international development and entrepreneurship. Its model combines capital, leadership development and market-building.

Alpine Investors

Website: alpineinvestors.com

Why it may be useful: Alpine is conventional private equity with an unusually developed PeopleFirst philosophy. Leadership selection, coaching, talent development and culture are integral to its value-creation model rather than simply philanthropic additions. It remains private equity, including the governance and economic implications that entails.

People: Graham Weaver founded Alpine and has become a prominent advocate for the idea that exceptional people and leadership development can themselves be a major source of investment returns.

Better Ventures

Website: www.better.vc

Why it may be useful: Better Ventures backs early-stage technology companies addressing significant human and environmental problems. It is most relevant to startup founders whose positive impact is inherent in the product or service itself.

People: Founded in 2011 and led by experienced early-stage investors including Wes Selke, Better Ventures has long articulated the idea that mission and financial success can reinforce one another.

Brightleaf Holdings

Website: brightleafholdings.com

Why it may be useful: Brightleaf is a family-owned holding company acquiring small businesses with a long-term rather than conventional PE time horizon. It can be particularly relevant to smaller companies facing owner succession where continuity matters.

People: Brightleaf describes itself as family-owned and operator-oriented. Because it is smaller and less extensively documented than some firms here, prospective sellers should conduct especially thorough reference checks.

Bristlecone Companies

Website: www.bristleconecompanies.com

Why it may be useful: Bristlecone acquires founder-led businesses with the stated intention of owning them indefinitely, emphasizing independence, culture, operating leadership and a time horizon measured in decades.

People: Its team includes operators and investors who describe their role as business builders rather than financial owners managing toward a predetermined resale.

Camino Partners

Website: www.caminopartners.com

Why it may be useful: Camino brings experience from building KIND from a startup into a major consumer company to investments in other businesses. Its stated values include entrepreneurialism, integrity, communication and enduring enterprise value.

People: Daniel Lubetzky, founder of KIND, founded Camino Partners. Its team includes several former KIND executives who participated directly in building and scaling the company.

Collaborative Fund

Website: collabfund.com

Why it may be useful: Collaborative looks for businesses where mission and revenue model reinforce one another—companies whose financial success itself produces a beneficial outcome. Its writing on endurance, incentives, culture and long-term thinking can also be valuable to owners who never intend to raise venture capital.

People: Craig Shapiro founded Collaborative Fund. Its broader team has included investors and writers such as Morgan Housel, whose work on behavior and long-term thinking reaches well beyond venture capital.

Enduring Ventures

Website: enduring.ventures

Why it may be useful: Enduring Ventures acquires businesses with the intention of holding them indefinitely, removing the predetermined resale timetable inherent in conventional private-equity funds. Permanent ownership does not itself guarantee cultural alignment, so owners should still diligence what long-term ownership means for management autonomy, employees and culture.

People: Entrepreneurs Sieva Kozinsky and Xavier Helgesen founded Enduring Ventures around a permanent holding-company model.

Garden City Equity

Website: gardencityequity.com

Why it may be useful: Garden City uses long-duration capital to acquire lower-middle-market companies and places particular emphasis on people, culture and a network of experienced business leaders who support its portfolio.

People: Garden City was created by operators and investors around the idea of a holding company supported by an engaged network of executives and business owners.

Good Growth Capital

Website: www.goodgrowthvc.com

Why it may be useful: Good Growth is an early-stage venture firm investing primarily in defensible technologies across life sciences, green technology and data science. Its investments are concentrated in impact sectors identified by the UN Sustainable Development Goals while the firm remains explicitly focused on financial returns. Its BOA alignment is therefore primarily through what portfolio companies are trying to accomplish, rather than an explicit investment model centered on employee flourishing, conscious leadership or permanent ownership.

People: Charleston- and Boston-based Good Growth is led by investors with backgrounds in science, engineering, entrepreneurship and venture capital, including Managing Partner David Mendez.

GreenShoot Capital

Website: greenshootcm.com

Why it may be useful: GreenShoot focuses on small profitable businesses whose owners may seek liquidity, generational transition, growth capital or recapitalization. Its longer-term ownership model can be relevant to smaller established owners for whom the largest permanent-capital firms are not a fit.

People: Charleston-area GreenShoot describes its partners as professionals who have themselves built and sold businesses, potentially providing useful owner-operator perspective during a transition.

KKR Ascendant

Website: kkr.com

Why it may be useful: KKR Ascendant is a North American middle-market private-equity strategy that combines conventional private-equity value creation with a commitment to broad-based employee ownership and engagement at every control investment. That makes it particularly relevant to *Businesses of Abundance*: employees participate economically in the value they help create, while KKR also emphasizes engagement, financial transparency and developing an ownership culture. It remains private equity—with the corresponding governance, return objectives and eventual-exit considerations—but its employee-ownership model represents a meaningful attempt to align investors, management and the broader workforce.

People: Pete Stavros, KKR's Co-Head of Global Private Equity, pioneered the firm's broad-based employee-ownership model while leading its industrial investments and later founded Ownership Works to expand the approach beyond KKR. KKR reports that the model has now been implemented at more than 80 KKR companies and has affected more than 180,000 workers. One frequently cited example is C.H.I. Overhead Doors, where approximately 800 employees received an average equity payout of about $175,000 when KKR sold the company in 2022.

Obvious Ventures

Website: obvious.com

Why it may be useful: Obvious was created around "world positive" investing: backing companies whose commercial success is connected to meaningful improvements in human or planetary well-being. It is primarily relevant to venture-scale companies where social benefit is inherent in the product.

People: Obvious Ventures was co-founded by Ev Williams, James Joaquin and Vishal Vasishth.

Permanent Equity

Website: www.permanentequity.com

Why it may be useful: Permanent Equity is one of the clearest examples here of capital explicitly designed around a different time horizon. The firm invests with no intention of selling, allowing management teams to think in decades rather than preparing the business for the next transaction. That can be particularly attractive to owners who want liquidity or a partner while caring deeply about continuity, employees and culture.

People: Brent Beshore founded Permanent Equity in Columbia, Missouri after operating and investing in privately held businesses. His writing is unusually candid about incentives, uncertainty and the human realities of buying and owning companies.

Real Ventures

Website: realventures.com

Why it may be useful: Canadian early-stage investor Real Ventures has historically placed unusual emphasis on founder development and the human capabilities required to build companies, rather than treating entrepreneurship solely as a financing exercise.

People: Based in Montréal, Real Ventures has played a substantial role in Canada's founder-education, accelerator and early-stage technology ecosystem. The founder, John Stokes, is a successful telecom entrepreneur who has been helping develop other entrepreneurs for decades.

Satori Capital

Website: satoricapital.com

Why it may be useful: Satori is unusually explicit about combining private equity with Conscious Capitalism. Its evergreen structure allows longer holding periods, and the firm says it seeks businesses creating value across stakeholders rather than optimizing solely for short-term shareholder outcomes. The evergreen structure matters: it changes an actual structural incentive rather than merely adding more humane language to conventional fund mechanics.

People: Dallas-based Satori was founded by Sunny Vanderbeck and Randy Eisenman. Vanderbeck is himself a former entrepreneur and has written extensively about stakeholders, exits and the consequences owners should consider when choosing investors or buyers.

Stormward Capital

Website: stormwardcapital.com

Why it may be useful: Stormward presents itself as an alternative to traditional private equity, emphasizing long-term ownership, flexible transitions, operating support and no predetermined exit. Its materials place particular emphasis on preserving culture, employee relationships and the reputation an owner has built.

People: Stormward is an operator-led acquisition platform associated with Matt Ruehl and a team focused on acquiring and growing small businesses.

A Final Thought

No resource, coach, community, operating system or investor can create a Business of Abundance for you.

The common thread running through these resources is not a particular ideology or methodology. It is the possibility that businesses can be economically excellent and deeply human—and that owners have more agency than they sometimes realize in determining what kind of institution their company becomes.

Use what helps. Question what doesn't. Learn from people who see the world differently. And remember that the goal isn't to collect frameworks; it is to build something that works—for customers, employees, owners, communities and the future you hope to leave behind.