

Forming a Courageous Culture

America is a nation marked by its meteoric rise from a fledgling confederation of colonies to an economic superpower. What made this possible? There are many aspects but it is undeniably true that the culture of the nation and the people propelled that rapid economic growth. It was the belief of the founding fathers that individuals should be free to be themselves. Given the freedoms afforded to the people by the US Constitution, people were able to take risks and innovate in a way that other nations could only dream of. People who are allowed to speak their minds will share more of their ideas than those who are afraid or not allowed to speak.



In the modern world, free speech is under attack. Not only at the federal level, but at the personal level. With more people afraid to speak their minds, with fear of punishment, there will naturally be a decline in creativity, but more importantly, there will also be a decline in productivity. Even worse, our once vibrant culture is being replaced with a selfish dependence that is eroding our virtue and future.

In this briefing we will discuss the following:

- » The Encompass Group
- » American Outsourcing
- » Company Culture
- » Transformational Consulting & the E3 Leadership Academy

YOUR MISSION: Learn about healthy company culture, the impact it can have on an organization, and the danger of weak company culture in America.

⚠ ATTENTION: American culture is shifting away from what once made it an economic powerhouse. This must be prevented.

Ep. 7-263 (OSINT) Open-Sourced Intelligence Report. This briefing includes a conversation between Kevin Freeman and John Luke Spitler. John Luke is a friend of the Economic War Room® and an American Patriot.

The Encompass Group was formed in 2002 with John Luke at the helm. John Luke is responsible for the vision and direction of the organization, as well as managing the overall operations and resources of the company. He is a graduate of Texas A&M University and holds a Bachelor of Business Administration. He serves on the Board of Directors at Liberty Christian School and works with multiple charities and non-profit organizations around the metroplex.



1. The Encompass Group

John Luke Spitler is the founder of The Encompass Group, a Human Resources (HR) firm based out of the Dallas Fort Worth metroplex.

HR often gets a bad rap, and much of that can be attributed to the failing culture of woke America, where HR exists primarily to keep employees in line or replace them if they fail.

“The Encompass Group is really all things HR, so we like to tell people we’re in the people optimization business. So if you were to think about every facet that falls under the umbrella of HR, we either offer a technology solution, we offer consulting services... we have partnerships with different groups, but we become sort of a one-stop shop for human resources that encompass whatever the need of the organization we’re serving is.” –John Luke Spitler



For John Luke and The Encompass Group, the purpose of Human Resources is to develop employees into the best and most productive versions of themselves. With this focus, HR can be the lifeblood of an organization as it encourages employees to perform with excellence.

The Encompass Group realized that the best way to help an employee succeed is to view them as a whole person and empower them to excel in every aspect of their lives. To do so, The Encompass Group must encompass every need of the organizations they serve and the people who make those organizations great.



Attention: Whole people are more likely to perform well in their job, seeing higher productivity and greater satisfaction.

2. American Outsourcing

America faces more issues than just Woke HR, in recent years, many jobs have been outsourced leaving many Americans with fewer job opportunities.

“The reason you see more and more companies continuing to push jobs overseas, there’s regulatory issues specifically in manufacturing and things like that for us to try to be competitive here in the US. In addition to that, a lot of the jobs that they’re pushing overseas, we just don’t have the people for. This is a crisis in our nation. I don’t know why it’s not talked about more, but the population shortage, the labor shortage, this is something that is very real in our country. And so I think that for that reason, then obviously the economic aspect of where they feel like they can gain. Unfortunately, we continue to lose jobs elsewhere.” –John Luke Spitler

Money naturally travels to where it is treated best. For this reason, many American corporations are moving overseas where they can see greater profits by lowering costs.

American regulations make manufacturing in the US more expensive than many other places on Earth. With the high costs of production, companies will begin to lose profit margins and seek greater gains on distant shores.

On top of this, the American population is not seeing the rapid growth it once had and this, paired with the drastic decline in the buying power of the average salary, has caused the American people to focus on certain jobs they deem as more valuable.

This leaves many companies with no laborers for some of the tasks they need completed, so they look elsewhere. Much of this seems to have been orchestrated by the globalist elites who seek to siphon wealth out of Western Civilization until it collapses.

“I would say the average consumer looking at a product or a service, they’re going to say, hey, look, I don’t care if it’s a little more expensive if it’s got the old made in America quality to it... I think the American people are frustrated that we’re not employing as many Americans as we could. And yet, here’s your firm. Helping companies make the bottom line more effective... a well-trained, well-resourced, cultured employee- Aren’t they going to add to the bottom line as much as outsourcing?” –Kevin Freeman



It is clear the American people would prefer higher quality, American-made products, even with the higher price. However, companies need to see the value of investing in the whole person of their employees.

If employees have been properly trained and the company culture encourages excellence and creativity, then American labor becomes more productive. This would have an impact on the bottom line for companies, perhaps even incentivizing a new focus on American labor.

⚠ Attention: American jobs are being shipped overseas, but this does not have to be the case, with healthy cultures that inspire employees, companies will see better profit margins at home.

3. Company Culture

The success of any great organization must be boiled down to the people and how well they are able to communicate and work together.

If employees feel safe, they will risk speaking their minds. If employees feel heard they will put in effort to see their plans and ideas succeed.

“I believe it starts with culture. And that is a top-down. I mean, when you talk about Truett Cathy and just the values and the beliefs and the way he led the organization that was adopted across a mass number of Chick-fil-A's, they've continued that today with training and development, the way they teach, the way they instill these values, they practice these values. I mean, we were talking about “my pleasure” and all of the different aspects of that as opposed to a job. And I'm not- nothing against those other restaurants that you named, but they are certainly not known for their development, for their training, for their culture. They're known for kind of a low-wage job for people to have as opposed to “I'm part of an organization, I'm part of a team.”... that's why they push it so hard.” –John Luke Spittler



Culture is key to the success of any organization. This message resonates with all people regardless of their political views. Everyone wants to be a part of a culture that enriches them and inspires them to work hard and succeed as a team.

This type of culture has been demonstrated by Chick-fil-A which boasts massive profits that far surpass those of their competition.

The tasks employees must complete to do their jobs are not very different when comparing Chick-fil-A and McDonald's, yet somehow working at Chick-fil-A is viewed as a better opportunity.

The major difference is obvious, corporate culture.

Employees at Chick-fil-A are respected by management who seek to help their team become the best versions of themselves. The focus is not just on work but on the whole person.

“I think there are organizations out there who do not embrace being purpose-driven... do not embrace faith in the marketplace for fear that maybe they’re putting a target on their back again. This is something that I’m very passionate about. But the rules and regulations that the EEOC enforces to protect employees are the same rules that are in place to protect me as an employer. And so we made the decision years ago for our purpose to be that we glorify God and enrich the lives of others. Now we’re open to all faiths. It doesn’t mean that if you work within our firm that you have to adopt or embrace our beliefs. But you have to understand that that is the fundamental principle in which we lead our organization. And because of that, we’ve actually found that people are more open about their faith, even differing faiths. They feel more comfortable... there are organizations across the US who are understanding more and more and more the value and actually the freedom to do so without fear of retaliation.” –John Luke Spitzer



When employees feel comfortable in their work environment, they are more willing to take risks, and risk is a requirement for growth.

Wherever there is fear, there is an open door for weakness. For employees to be strong, they need to feel safe and empowered, not afraid.

John Luke recommends that “every company in America invites employees to bring their whole self to work.”

It is often the case that organizations discourage discussions of personal beliefs in the workplace, so much so that John Luke had a young man in college come in... He met with one of his leaders and he sent John Luke a follow-up text afterward, just thanking him

for taking time to visit with him. And he said, “I’d love to continue our conversation and understand how you bridge or balance your faith and your business.” John Luke found that question so interesting because... “I don’t see a separation between my faith and how I do my business. I see them as all one thing.”

Organizations that enforce policies that attempt to separate the beliefs of an employee from their work will discover challenges.

Employees are whole people and forcing them to pretend otherwise while they are at work will only make them feel less human and thus less respected. Allowing employees to speak freely about personal beliefs creates a safer environment where people feel they are free to be themselves.



Many of the Woke HR policies that are damaging businesses by discouraging employees are advocates for Diversity, Equity, and Inclusion (DEI).

“To me, diversity and inclusion are beautiful things. And as a believer, I would tell you that Heaven is a perfect example of diversity and inclusion. And so I think we just need to frame our mindset around DEI in the manner in which it was intended. And I think it’s wildly beneficial for every organization.” –John Luke Spitler

What is the purpose of diversity if employees are not allowed to discuss those differences? If people do not feel safe to share the fullness of who they are at work, then they are not bringing their unique perspective to the table, thus nullifying both Diversity and Inclusion.

Healthy diversity and inclusion are essential for organizational health but can only happen when employees feel safe to be themselves.



Attention: A healthy culture can be the backbone of a strong organization, but it requires an effort to allow employees the freedom to be their whole selves.

4. Transformational Consulting & the E3 Leadership Academy

For organizations that are interested in learning how to develop healthy cultures in their workplaces, The Encompass Group provides multiple options for training.

The first is their transformational consulting division.

“Our transformational consulting division... is an opportunity for us to come in and work with organizations on their culture, on leadership, on followership, and really building out kind of what their goals, their outcomes that they’re looking to achieve in the organization. So if you were to think of business strategy, everybody understands business strategy, but coming together and consulting with them on developing their people strategy and then bringing those things together, that’s where ultimate success lies, I think, for the future of the workforce.” –John Luke Spittle

The focus of the transformational consulting division is to pair an organization’s vision and strategy with a culture plan that will inspire employees to perform their tasks with excellence so that the vision and strategy of the organization can be accomplished.

This is quite similar to athletics. A coach can have a vision for winning the championship, develop a strategy for winning the right games, and even the best players but if the team does not work well together and the players don’t desire to put their all into practice, the plans will fail.

The Encompass Group helps leaders develop a culture that breeds success.

“We’ve launched a new academy... we formalized this to bring in groups to our organization. We get them out of their element, get them away from the distraction. We have them for about a day and a half at each interval, and then we can sit down, and we can talk in a cohort-based environment about those same topics, about culture, about the stories that we tell, the mindset that we hold, the leadership aspects, the followership aspects of leading people.” –John Luke Spittle

The new E3 Academy provides training for C-suite leaders and those who are being prepared for future C-suite positions, in company culture and people strategies.

The purpose of the academy is to focus more on the skills that C-suite leaders need to be able to effectively manage their organization and the people whom they lead.



Attention: The Encompass Group offers multiple opportunities for organizations to improve their culture and align it with their vision and strategy.



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WHY YOU SHOULD CARE:

- » Globalist elites are trying to scare people into destroying their future by forcing a secular woke culture.
- » HR should be a means of encouraging people rather than restricting them.
- » Declining American culture hurts productivity and lessens American economic strength.
- » Culture can be restored by recognizing the dignity of individual workers and encouraging true diversity rather than forced diversity.
- » Christian values provide genuine leadership, resulting in a better culture and improved productivity.

ACTION STEPS:

1. **If an organization you lead or work with is interested in building a healthy culture, look into [The Encompass Group](#) and the opportunities they provide for improving your company culture or meeting your HR needs.**
2. **See the links below under Company Culture and to better understand how to build high performing teams and what DEI often really means.**
3. Share this Economic Battle Plan™ with as many people as you can to educate them on the need for open and safe work environments.
4. PRAY for God to inspire more American companies to adopt healthy culture and bring more jobs back to the US.

ONGOING ACTION STEPS:

1. Seek opportunities to inspire other Americans to stand up for what is right.
2. Send them this Economic Battle Plan™ and ask them what they are doing to stand for America and Liberty!
 - » Elect Politicians that understand the need to preserve American Liberty.
 - » Encourage and ask your elected officials to educate themselves.
 - » Ask them how they are working to strengthen our education system and reverse the push for Marxist indoctrination.

3. Take Action and help get Texas Transactional Currency passed! This can be the model for your state. Do this now and easily share this link with friends and on social media!

Show your support for the Texas Transactional Currency efforts. Learn more at www.TransactionGold.com.

To make it easy, we have launched a targeted campaign where, with just a couple clicks, in less than 60 seconds, you can reach the Texas House and Senate, the governor, the lieutenant governor, the speaker, the attorney general, and all the key players in Austin! Let them know you want this now!!

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You can also easily share this on Twitter, Facebook, Gab, with your friends asking to them join the campaign to support a Texas Special Session.

NOTE: YOU DO NOT NEED TO LIVE IN TEXAS. TEXAS CAN HELP LEAD THE WAY FOR YOUR STATE TO OFFER SIMILAR CONVENIENCE OF TRANSACTIONAL CURRENCY BACKED BY SILVER OR GOLD.

Texas already has a Bullion Depository and by allowing the use of Texas Transactional Currency average Americans can easily own gold and silver just like the wealthy do. Just as ATMs made banking accessible to normal people, this bill makes the Texas Bullion Depository accessible for all of America! **With success, your state could be next to offer this option.**

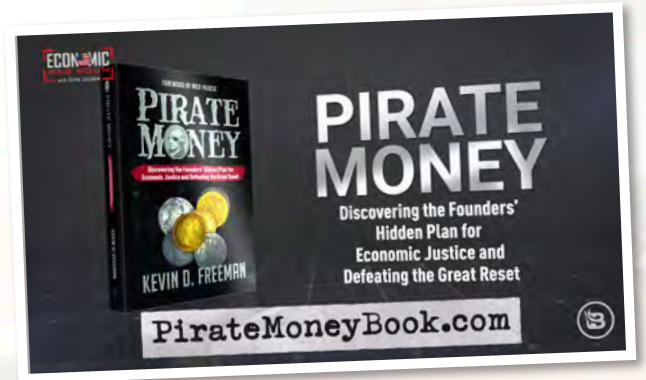
4. **Check your investments to see if they are helping fund the agendas of Globalist Elites. If you have a financial advisor insist that they give you an update and encourage them to become part of the NSIC.**

Seek out investment opportunities in patriotic innovations. Financial Advisors sign up for the online NSIC class at Liberty University. If you are a financial advisor, go to www.NSIC.org and sign up for more information. Weaponize your money, your investing, spending, and giving!



⚠ ATTENTION: Clients already with a Financial Advisor - Make sure your financial advisor has your values and interests at heart. Make certain they really understand what ESG investments mean for our future. Suggest that they become part of the NSIC institute and nominate them to participate in our online certification at <https://www.economicwarroom.com/advisor>.

5. Be certain to buy Kevin's new book, *Pirate Money: Discovering the Founders' Hidden Plan for Economic Justice and Defeating the Great Reset*. Learn more at www.PirateMoneyBook.com.



In the **Economic War Room®**, we encourage Americans to be the “little ships that make the difference.” You cannot solely rely on the government or the president to solve America’s problems. You have to make a difference. It is up to you to help take our country back and create a voice for economic liberty. [The little ships are based on Churchill’s Operation Dynamo that rescued the British Expeditionary Forces in the Miracle of Dunkirk.]

SHAREABLE QUOTES:

“I don’t see a separation between my faith and how I do my business. I see them as all one thing.”

—John Luke Spittler, Founder & CEO, The Encompass Group

“The purpose is not to make it a top-down mandate. It’s to make it something that comes from the heart. So, the CEO and all of the officers have to focus on making sure that they’re maximizing the employees. And then the employees will set their hearts on maximizing the corporation. And everybody wins from that.”

—Kevin Freeman, CFA

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**The EWR Collection Deck – From Kevin Freeman
(List of resources and external links for more information)**

Quick Access Links:

[About John Luke Spitler](#)

[The Encompass Group](#)

[American Outsourcing](#)

[Company Culture](#)

[Transformational Consulting & the E3 Leadership Academy](#)

[Action Steps](#)

[About LSV and the NSIC](#)

[] - Must Read/Watch

Where to Access Economic War Room

On BlazeTV <https://get.blazetv.com/economic-war-room/>

On LifiableTV <https://lifiable.tv/economicwarroom/>

XOTV Channel <https://xotv.me/channels/233-economic-war-room>

Website <https://www.economicwarroom.com/>

PODCAST <https://www.economicwarroom.com/podcasts>

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YouTube page <https://www.youtube.com/economicwarroomwithkevinfreeman>

Rumble page <https://rumble.com/c/c-408647>

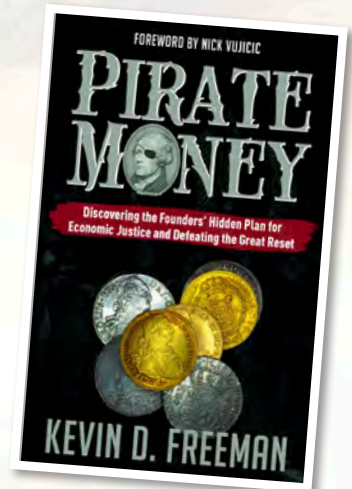
Parler page <https://parler.com/profile/EconomicWarRoom/posts>

Gettr page <https://gettr.com> **follow us @economicwarroom**

Link to all Economic Battle Plans™ <https://www.economicwarroom.com/battleplans>

 **Pirate Money** <https://piratemoneybook.com>

According To Plan Book <https://accordingtoplanbook.com/ewr>





We have an upgraded website!!!

Episodes and Economic Battle Plans™ from all Prior Shows can be found here:

<https://www.economicwarroom.com/episodes> and <https://www.economicwarroom.com/battleplans>.

Check out these in particular with application to this topic:

- 09/28/2023, EP260, How to Save America, Ryan Binkley [Download Economic Battle Plan™](#)
- 09/21/2023, EP259, Human Trafficking Is Economic Warfare, Jaco Booyens [Download Economic Battle Plan™](#)
- 09/07/2023, EP257, How Do You Awaken America's Churches to Join the Battle for Liberty?
Paul Blair [Download Economic Battle Plan™](#)
- 08/24/2023, EP255, Controlling the Narrative Means Silencing Any Opposition, Matt & Joy Thayer
[Download Economic Battle Plan™](#)
- 08/17/2023, EP254, Pirate Money: The Founders' Fiat Money Escape Clause, [Download Economic Battle Plan™](#)
- 08/10/2023, EP253, Economic Justice: The Founders' Hidden Plan, [Download Economic Battle Plan™](#)
- 08/03/2023, EP252, Pirates Knew What Real Money Was, So Did the Founders, and Now You Will Too,
[Download Economic Battle Plan™](#)
- 07/20/23, EP250, Teaching American Values, Rick Green, [Download Economic Battle Plan™](#)
- 06/22/23, EP246, The Woke Incentive, Scott Shepard, [Download Economic Battle Plan™](#)
- 06/08/23, EP244, The Global Fight for Economic Freedom, Floyd Brown, [Download Economic Battle Plan™](#)
- 06/01/23, EP243, The New Global Monarchy, Justin Danhof, [Download Economic Battle Plan™](#)
- 05/25/23, EP242, Warning from a formerly Woke Professor, Dr. Michael Rectenwald, [Download Economic Battle Plan™](#)
- 05/18/23, EP241, Economics is Not Brain Surgery, Dr. Ben Carson, [Download Economic Battle Plan™](#)
- 05/11/23, EP240, America's Truth Detector, Larry Elder, [Download Economic Battle Plan™](#)
- 04/13/23, EP236, Restoring America's Entrepreneurial Spirit, Doug De Groote, [Download Economic Battle Plan™](#)
- 03/23/23, EP233, Exposing Woke Companies, Paul Fitzpatrick, [Download Economic Battle Plan™](#)
- 03/16/23, EP232, Restoring National Vitality in an Age of Decay, Christopher Buskirk, [Download Economic Battle Plan™](#)
- 03/09/23, EP231, Woke vs Awake, Thomas Klingenstein, [Download Economic Battle Plan™](#)
- 02/09/23, EP227, Free Speech is Now a Crime, J. Michael Waller, [Download Economic Battle Plan™](#)
- 02/02/23, EP226, The Death of Wall Street, Dr. Ted Malloch, [Download Economic Battle Plan™](#)
- 01/26/23, EP225, Lead by Example, [Download Economic Battle Plan™](#)
- 01/12/23, EP223, Defeating the Borg, [Download Economic Battle Plan™](#)
- 01/05/23, EP222, Are We in the Early 1930s Again?, Eric Metaxas, [Download Economic Battle Plan™](#)
- 12/15/22, EP219, Fast Eddie's Secret to Preserving America, [Download Economic Battle Plan™](#)
- 12/08/22, EP218, The Weaponization of Loneliness, Stella Morabito, [Download Economic Battle Plan™](#)
- 11/24/22, **EP216, The Economic War We MUST Win**, [Download Economic Battle Plan™](#)
- 11/03/22, EP213, The War on Life, Nick Vujicic, [Download Economic Battle Plan™](#)
- 10/27/22, EP212, The Speech the Changed Everything, Lt. Gov. Mark Robinson, [Download Economic Battle Plan™](#)
- 10/06/22, EP209, Biden's New Trail of Tears, [Download Economic Battle Plan™](#)
- 09/22/22, EP207, Pushing Back Against Woke Wall Street, Tom Dans, [Download Economic Battle Plan™](#)
- 09/08/22, EP205, Real American History, Tim Barton, [Download Economic Battle Plan™](#)
- 08/04/22, EP200, Dr. Ben Carson - Created Equal, [Download Economic Battle Plan™](#)
- 06/16/22, EP193, Why National Sovereignty Matters, Ken Abramowitz & Rod Martin, [Download Economic Battle Plan™](#)





- 05/05/22, EP150R, Six Steps to Save America, Dr. Ben Carson, [Download Economic Battle Plan™](#)
- 03/31/22, EP183, The Rick Scott Plan to Rescue America, [Download Economic Battle Plan™](#)
- 02/24/22, EP178, Solving the WOKE Entertainment Problem, Matt & Joy Thayer, [Download Economic Battle Plan™](#)
- 02/03/22, EP175, Ruling Class is Crushing Dissent, Benjamin Weingarten, [Download Economic Battle Plan™](#)
- 12/02/21, EP167, What the **G** in ESG Really Means: Gender Gimmicks, Ken Blackwell, [Download Economic Battle Plan™](#)
- 11/23/21, EP166, What the **S** in ESG Really Means: Social Justice/CRT, Lathan Watts, [Download Economic Battle Plan™](#)
- 11/18/21, EP165, What the **E** in ESG Really Means: Green Fraud, Marc Morano, [Download Economic Battle Plan™](#)
- 11/11/21, EP164, Woke Investing Will Ultimately Fail!, Charles Mizrahi, [Download Economic Battle Plan™](#)
- 09/16/21, EP156, If We Lose Religious Freedom, We Lose Everything, [Download Economic Battle Plan™](#)
- 09/09/21, EP155, Warning: Privatized Communism by Woke Corporations, Gil Amelio and Rod Martin
[Download Economic Battle Plan™](#)
- 08/19/21, EP152, Exposed: The True American History, David and Tim Barton, [Download Economic Battle Plan™](#)
- 07/22/21, EP148, Save the West, Ken Abramowitz, [Download Economic Battle Plan™](#)
- 06/17/21, EP143, The Optimist Advantage, Frank Holmes, [Download Economic Battle Plan™](#)
- 06/10/21, EP142, Power of Opportunity Zones, Dr. Ben Carson, [Download Economic Battle Plan™](#)
- 05/27/21, EP140, The Resilience Factor, Gen. Bob Dees, [Download Economic Battle Plan™](#)
- 03/18/21, EP130, Word for Warriors, Sam Sorbo, [Download Economic Battle Plan™](#)
- 03/11/21, EP129, Woke Capital, Stephen Soukup, [Download Economic Battle Plan™](#)
- 10/08/20, EP108, Investor Values Poll, John McLaughlin, [Download Economic Battle Plan™](#)
- 03/26/20, EP80 The \$40 Trillion Monster - ESG, [Download Economic Battle Plan™](#)
- 01/30/20, EP71 Moral Democratic Capitalism - Frank Holmes, [Download Economic Battle Plan™](#)
- 08/15/19, EP48 Phil Robertson - Unplugged, [Download Economic Battle Plan™](#)
- 01/31/19, EP19 War on Free Speech, [Download Economic Battle Plan™](#)
- SPECIAL EDITION, EP08 America's Dunkirk Moment, [Download Economic Battle Plan™](#)

About John Luke Spittle

About John Luke <https://www.theencompassgroup.com/leadership>

The Encompass Group on LinkedIn <https://www.linkedin.com/company/the-encompass-group/>

The Encompass Group Instagram <https://www.instagram.com/theencompassgroup/>

John Luke Spittle: Selfishness Reimagines TEDx Talk <https://www.youtube.com/watch?v=Xb-v1Dn4fel>

The Encompass Group

The Encompass Group <https://www.theencompassgroup.com/>

Globally Recognized Employee Experience and Culture Expert Tony Bridwell Joins The Encompass Group
<https://www.bloomberg.com/press-releases/2022-03-28/globally-recognized-employee-experience-and-culture-expert-tony-bridwell-joins-the-encompass-group>

American Outsourcing

Research finds the domestic outsourcing of jobs leads to declining U.S. job quality and lower wages
<https://equitablegrowth.org/research-finds-the-domestic-outsourcing-of-jobs-leads-to-declining-u-s-job-quality-and-lower-wages/>

4 Ways Outsourcing Damages Industry
<https://www.investopedia.com/financial-edge/0312/4-ways-outsourcing-damages-industry.aspx>

Remote work has made it easier than ever for white-collar workers to find a job
<https://www.businessinsider.com/businesses-cut-costs-outsource-remote-jobs-overseas-latin-america-asia-2022-8>

Nearly 70% of the respondents said they prefer American-made products
<https://reshoringinstitute.org/made-in-usa-survey>

Citizens Want 'Made in America.' Washington Needs to Make It a Reality.
<https://www.industryweek.com/the-economy/trade/article/21131007/citizens-want-made-in-america-washington-needs-to-make-it-a-reality>

Company Culture

8 Reasons Why Organizational Culture is Important
<https://www.indeed.com/career-advice/career-development/why-organizational-culture-is-important>

The DEI industry really isn't about diversity, equity OR inclusion
<https://nypost.com/2023/05/20/the-dei-industry-really-isnt-about-diversity-equity-or-inclusion/>

The big diversity problem that no one wants to publicly admit – Logical fallacy of DEI
<https://thehill.com/opinion/finance/4171200-the-big-diversity-problem-that-no-one-wants-to-publicly-admit/>

What good is promoting diversity if everyone thinks the same way?
<https://trainingindustry.com/magazine/may-jun-2019/the-importance-of-diversity-of-thought/>

2023 Freedom at Work Survey <https://www.viewpointdiversityscore.org/polling>

Does Greater Diversity in Executive Race/Ethnicity Reliably Predict Better Future Firm Financial Performance?
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4576173



Transformational Consulting & the E3 Leadership Academy

The Encompass Group Launches Executive Leadership Academy

<https://www.businesswire.com/news/home/20230705441680/en/The-Encompass-Group-Launches-Executive-Leadership-Academy-with-Immersive-Cohort-Experience>

Action Steps

Look into [The Encompass Group](#) and the opportunities they provide for improving your company culture or meeting your HR needs.

Check out Kevin's new book [Pirate Money](#) to learn more about a solution to fight back against Globalist Elites.

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Read Kevin Freeman's newest book, Pirate Money <http://piratemoneybook.com/>

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