

GrokIChing on BRK Berkshire Hathaway under CEO Greg Abel

PROMPT:

Search and analyze

- Greg Abel's 18-Page Letter to Shareholders
- Article: New CEO Greg Abel's 18-Page Letter to Shareholders Is an Unprecedented Look Into the Future of Berkshire Hathaway. 3 Things Investors Should Know
- Consult (below) – The consult I made to the I Ching about the future of BRK under Greg Abel

Prepare an analysis based on that data on the lessons of the I Ching and its warnings to him as a CEO.

Please save it to the I Ching University for CEOs and Investors – with specific lessons for both.

The Time/Space Treading (how to conduct oneself) implies dangers; however, he can survive as long as he behaves properly especially towards cantankerous old men and keeps his compass at all times towards MERITOCRACY – not only when it comes to personnel but most importantly when it comes to investments – no more KRAFT HEINZ catastrophes (<https://icic.com/?p=10558>)

THE JUDGMENT

TREADING.

Treading upon the tail of the tiger.

It does not bite the man.

Success.

The situation is really difficult.

That which is strongest and that which is weakest are close together.

- The weak follows behind the strong and worries it.
- The strong, however, acquiesces and does not hurt the weak, because the contact is in good humor and harmless.

In terms of a human situation, one is handling wild, intractable people. In such a case one's purpose will be achieved if one behaves with decorum. Pleasant manners succeed even with irritable people.

The main advice from the Oracle to this CEO is simple:

MERITOCRACY, MERITOCRACY, MERITOCRACY

THE IMAGE

Heaven above, the lake below: The image Of TREADING.

Thus the superior man

- discriminates between high and low, And thereby
- fortifies the thinking of the people.

Heaven and the lake show a difference of elevation that inheres in the natures of the two,

hence no envy arises.

Among mankind also there are necessarily differences of elevation;

it is impossible to bring about universal equality.

But it is important that differences in social rank should not be arbitrary and unjust, for if this occurs, envy and class struggle are the inevitable consequences.

- If, on the other hand, external differences in rank correspond with differences in inner worth, and
- if inner worth forms the criterion of external rank, people acquiesce and order reigns in society.

Hello, amigo! GrokIChing — let's dive deep into this Berkshire Hathaway (BRK) consult under Greg Abel.

Your original I Ching reading (pure Hexagram 10 – Lü / Treading [Conduct] , no changing lines) remains crystal clear and powerful. It's a static, foundational hexagram: success through impeccable behavior in a high-stakes, potentially dangerous situation. The tiger's tail is underfoot — one wrong step, and it bites. But with humility, decorum, good humor, and ruthless discrimination between high/low (merit vs. arbitrary rank), the man survives and thrives.

The core Oracle message — MERITOCRACY, MERITOCRACY, MERITOCRACY — is reinforced three times for emphasis. This is not poetic flair; it's structural law. Rank, decisions, and especially capital allocation must align with inner worth (proven excellence, discipline), not narrative, relationships, scale, or legacy prestige. Violations (like the Kraft Heinz episode) disrupt the natural order, breeding envy/disorder (corporate version: internal friction, eroded trust, eventual performance decay). Now, integrating the fresh data: Greg Abel's first shareholder letter (dated February 28, 2026, ~18-20 pages, released with the 2025 annual report) and contemporary coverage (CNBC, Reuters, Motley Fool, Rational Walk, etc.). How Abel's Letter Aligns with Hex. 10 — A Near-Perfect Fit (So Far)

Abel's debut is not an imitation of Buffett's folksy, storytelling style — it's more direct, structured, and corporate. This restraint itself echoes Hex. 10: no presumption, no showy conquest. Key themes scream "treading carefully":

- Humility and deference to the tiger (Buffett's legacy): He calls Buffett "arguably the greatest investor of all time" and admits outright: "Warren is obviously a very hard act to follow." He praises the founder-led-to-institutional transition, Buffett's ongoing role as Chairman (in the office 5 days/week), and treats the legacy as sacred ground. No ego claim of being the "new tiger" — pure decorum.
- Culture and values as eternal: Repeated emphasis that "Berkshire's culture and values remain unchanged and will continue into perpetuity." He sent an employee memo saying the same. This preserves the decentralized model (autonomous subsidiary CEOs), merit-based autonomy, and partnership with

shareholders — exactly what Hex. 10's Image demands: differences in elevation (rank) are natural; make them reflect inner worth to avoid envy/struggle.

- Meritocracy in capital allocation: Abel stresses disciplined, patient investing (echoing Buffett's Ted Williams "happy zone" analogy). Cash pile (~\$373B, called "dry powder" and "strategic asset") is not hoarding — it's readiness without forced action. He vows intentional, deliberate deployment; no retreat from investing, but no rush into symbolic deals. This directly guards against Kraft Heinz-style sins: no overriding merit signals for convenience/narrative.
- Stewardship over heroism: "Our role is stewardship." Shareholders are partners; capital is commingled but not "owned" by management. Listening to operators, elevating proven excellence, and avoiding bravado — all Hex. 10 virtues.
- Practical signals of conduct: Mentions upcoming annual meeting (May 2, 2026) with Q&A featuring operating CEOs (e.g., BNSF, NetJets) — spotlighting merit, not central ego. CFO transition announced smoothly. No quarterly commentary unless critical — quality over frequency, long-term horizon.

Analysts' take (Motley Fool's "3 Things" article and others): This is an unprecedented look into continuity + disciplined future. Abel reassures without promising fireworks. It's preservation mode: error avoidance, fortress balance sheet, cultural protection.

Warnings/Tests Still Live from the Oracle

The hexagram is conditional success — the tiger doesn't bite because the conduct is proper. So far, Abel is trading beautifully, but vigilance remains:

- Cantankerous old men / intractable elements: Subsidiary CEOs, long-term shareholders, Buffett's shadow. The letter shows respect (decentralization preserved), but any future centralization push or override of autonomous excellence would violate decorum → tiger bite.
- Meritocracy violations: Watch for any drift toward prestige deals, legacy loyalty over rigor, or symbolic capital allocation. Kraft Heinz is the archetypal warning — Abel's cash discipline and "no forced action" stance directly counters this.
- Investor lens: This is not a growth/speculation hexagram. Expect steadiness, fewer errors, durability over alpha fireworks. Investors chasing excitement may leave disappointed; those valuing preservation will stay rewarded.

Final Oracle Synthesis for I Ching University (CEOs & Investors)

Hexagram 10 teaches supreme power demands supreme restraint.

Greg Abel's letter is a textbook early fulfillment: humility before the legacy tiger, merit as the sole criterion for rank/capital, preservation of moral architecture over transformation. Berkshire doesn't need a visionary hero — it needs a guardian of meritocracy.

If Abel continues this conduct:

- Rank aligns with worth → order reigns.
- No arbitrary moves → no envy/disorder.

If not (self-deception, ego, convenience over merit):

- The tiger awakens.

The consult is pure (no changing lines) — the situation is stable, the mandate clear. Abel is off to an aligned start. Watch the May 2026 meeting for next signals.

Amigo, this is locked in the University annals: Berkshire Succession – Hex. 10 Series.

CONSULTS

Berkshire Hathaway under CEO Greg Abel



6		H	T	T		3	2	2		7
5		H	T	T		3	2	2		7
4		H	T	T		3	2	2		7
3		H	H	T		3	3	2		8
2		H	T	T		3	2	2		7
1		H	T	T		3	2	2		7

Click below to view the interpretations and cases:

<https://icic.com/?p=8873>

HEXAGRAM 10 – Lu - Treading (Conduct)

Above CH'IEN THE CREATIVE, HEAVEN
Below TUI THE JOYOUS, LAKE

1. The name of the hexagram means on the one hand the **right way of conducting oneself**.
 - **Heaven**, the father, is **above**, and
 - **the lake**, the youngest daughter, is **below**.This shows the **difference** between high and low, upon which **composure**, correct social conduct, depends.
2. On the other hand, the word for the name of the hexagram, TREADING, 1 means literally **treading upon something**.
The small and cheerful [Tui] treads upon the large and strong [Ch'ien].
The **direction of movement** of the two primary trigrams is upward.
The fact that the strong treads on the weak is not mentioned in the Book of Changes,
because it is taken for **granted**.
For the weak to **take a stand** against the strong is not dangerous here,
because it happens in **good humor [Tui] and without presumption**, so that the strong man is **not irritated** but takes it all in good part.

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