Leadership Secrets of a Beehive

“Those who are inspired by a model other than Nature, a mistress above all masters, are laboring in vain.” - Leonardo DaVinci

Deborah Mackin
“70% of American workers are disengaged at work as a direct result of poor management and leadership.”

Only 12% of organizations report having the leaders they need.

25% of employees say they would fire their boss if they could.

Only 1% of executives in a Wharton Study said managers should bother showing employees their work makes a difference.

50-70% of employees report that they are burned out.

- Gallup’s 2013 State of the American Workplace
Our Plan Today

• Explore new ways to motivate and engage our workforces by sharing the collaboration, unity and industry achieved by the honey bee

• Share insights from a beehive that can influence your approach as HR leaders

• Give you an opportunity to discuss beehive insights and apply them to your own situations
Biomimicry

the imitation of the models, systems, and elements of nature for the purpose of solving complex human problems
Marla Spivak – TED Talk: Super Organism
Leadership Challenge

If we opened the lid of your organization, what would we see inside?
LEADERSHIP LESSON #1

SURVIVAL OF THE HIVE
The accomplishments of an effective beehive

• A hive produces over 200 lbs of honey in season.

• Honey is the only food that includes all the substances to sustain life (enzymes, vitamins, minerals and water) with 0% defects in every batch.

• Honeybees are not born knowing how to make honey; the younger bees are taught by the more experienced ones.
“We can focus too much on the survival of our department, program or unit and lose our focus on “survival of the whole.” If the whole doesn’t exist, then the other parts wouldn’t either. The bees know what comes first.”
This or That

• Does your culture look like silos?

• Or does it look like honeycomb?
WE LOSE OUR “SURVIVAL OF THE HIVE” MENTALITY WHEN THERE’S A...

• Lack of shared goals and objectives
• Encouragement of silo thinking
• Leaders with personal “I” agendas
• Infrequent or poorly-focused meetings
• Significant communication gaps
• Internal competitiveness for resources
Group Discussion: 10 min.

• What can we do as HR professionals to break down silo thinking and promote a “survival of the hive” attitude in our organizations?
LEADERSHIP LESSON #2

THE P-FACTORS
Critical Workforce Issues

• In the next 6 years, 50% boomers will exit and 50% of Millennials will arrive in the workplace

• These generational differences account for 60% of workplace tension

• The loss of institutional knowledge, especially in middle management will be critical
“We have the power as leaders to move throughout our hive leaving behind strong P-Factors that influence the workforce even when we’re not there.”

...from Queen Zync
As HR professionals, how can we improve the leadership footprint in our organizations during times of enormous change?
LEADERSHIP LESSON #3

THE FRONT PORCH PHILOSOPHY
“Accountability happens every moment of every day in the beehive as forager bees come back with sacs loaded with pollen and nectar. They are met on the front porch by house bees who immediately take accountability to bring the supplies into the hive.”
The Front Porch of Accountability

Accountability

Learned Helplessness
The CAMP Method

- Competence
- Autonomy
- Meaningfulness
- Progress
GROUP DISCUSSION: 10 MIN.

• Have we made it clear the “front porch” expectation of accountability? Do we overburden those who take accountability and allow others to practice “learned helplessness?”
LEADERSHIP LESSON #4
BEE-TO-BEE WAGGLE DANCE
“Every bee communicates in real-time the critical information for the hive to thrive. It’s a side-to-side, circular communication that isn’t dependent on hierarchy or ‘need to know.’ When it really gets going, the whole hive is buzzing.”
The BUZZ Data

• 58% of employees say they ‘rarely’ receive the information necessary to do their job well.

• Only 33% of employees say they ‘regularly’ receive the information needed to perform their jobs well.

- Aon Hewitt 2012
  Trends in Global Employee Engagement Study
What’s the Waggle Dance in your organization?

• Turn to your left and “waggle” about the current condition of communication in your organization

• Turn to the right and “waggle” about what you can do as an HR professional to increase the “buzz” in your hive
Leadership Challenge

If we opened the lid on your organization, what would we see?
Survival of the hive is a shared responsibility, a culture built on accountability for the sake of the whole, and a code of dependability among every bee, including every leader.
Survival of the Hive
7 Leadership Lessons from a Beehive

“The ‘Who Moved My Cheese’ of 2013!”

“Survival of the Hive” harnesses the essentials of the new leadership paradigm needed in organizations. Learn 7 valuable leadership lessons through the eyes of the world’s most industrious and successful creatures, the honey bee.

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www.SurvivalOfTheHive.com
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