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ROWAN VAN DYK

SECRETS FROM THE HIVE

WHAT BEES CAN TEACH US ABOUT LEADERSHIP



THE CHRISTIAN LEADERSHIP SERIES

ROWAN VAN DYK

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BY
ROWAN VAN DYK

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WHAT BEES CAN TEACH US ABOUT LEADERSHIP
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INTRODUCTION

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When most people think of bees, they think of that pesky little insect that buzzes around your table trying to get to your soda or your slice of chocolate cake. If you're anything like my wife, you start swatting away at the bee with anything you can lay your hands on.

That is in fact not a bee, but the bee's very close cousin the yellow jacket hornet. The hornet or wasp looks very similar to the bee but to the trained eye it will be evident that the hornet has a longer abdomen which does not have the long hairs that are found on bees. The hornet also does not have the pollen spikes on their legs which the bees utilize for gathering pollen.

The biggest difference between the hornet and the bee is:

- The bee is not a scavenger like the hornet and only collects pollen and nectar from plants whereas the hornet does not collect pollen and nectar but instead scavenges food from other insects or picnic tables.
- The bee builds honeycombs in the hive to provide food for new-

born bees as well as provide the hive with enough food for the winter months. The hornet on the other hand hibernates during winter as it does not store up any food.

- When the queen reaches the end of her productive life the worker bees will start grooming a new queen from birth. A queen bee can live for as long as she can produce eggs, and this could last for many years whereas the hornet can have several junior queens under the main queen.
- In a beehive the worker bees build the nest and care for the queen but with hornets and wasps the queen builds the nest and has to rebuild a new nest after every winter
- Hornets or wasps do not produce wax or honey and therefore are not as social as bees and can even live alone. Bees build the nests from wax that is produced by the bee whereas hornets build their nests from mud or redigested wood pulp.

Bees have a very stringent hierarchy, and each bee instinctively knows what its role or function is in the hive. They accept their roles without complaining or going on strike for better wages or better working conditions.

Bees, along with other pollinating insects, currently contribute more than US\$ 570 billion to the economy in the United States of America alone. I think we could safely say that worldwide that figure could increase to far above US\$ 1 trillion. This amount is only calculated based on the managed bee populations of the world and does not include wild bees at all.

The by-product of bees is honey which is a valuable commodity for the human race. Although the colour of honey is mostly a gold colour, it is probably a much more precious commodity than gold.

Honey has throughout the ages been associated with Wisdom and Wealth and in the bible, God promised Moses that He would lead the Israelites to a land that was flowing with milk and honey. In some other religions and cultures honey is also considered to represent fertility, immortality and even virginity.

In other beliefs bees are considered to be messengers from the spirit world.

Honey has been proven to have many valuable characteristics. As a food source, honey provides more nourishment than milk, cream or meat. Honey is rich in minerals, vitamins and other vital elements required by the human body.

In the gospel of Matthew chapter 4 verse 3, Matthew describes how John the Baptist lived in the desert surviving only from locusts and wild honey. This shows the nutritional value that honey has which not only feeds the body, but as a commodity fuels the economies of the world.

For medicinal purposes honey has great value and can be utilized as a laxative, antiseptic or sedative. Honey is helpful for building up haemoglobin levels in the blood and has been known to amongst others to prevent fever, coughs, and flu.

Honey has been found to be very beneficial for ailments such as ulcers, cancer, infertility, burn treatment, loss of memory, diabetes, haemorrhoids, psoriasis and digestive problems.

In this book I will introduce you to six Commodities of Trust™ that are required to get your teams connected, engaged and delivering the results you require. I will also show you how bees and their habits and actions speak directly to leadership and developing the Commodities of Trust™

LEADERSHIP AND BEES

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What then do bees have to do with leadership? What significance is there to building high-performing teams?

Honey, as mentioned earlier, is a valuable commodity not only for bees and their existence, but also to humans. Similarly, trust is a very valuable commodity to leaders and like honey keeps the hive alive, so also does trust keep the team alive. The significant difference is that if the honey is harvested and there is no more honey, then the bees can always produce more honey. Trust on the other hand, if it is lost, is almost impossible to get back again.

What very few leaders realize is that trust does not develop overnight, it takes a very long time to gain the trust of someone. The problem with trust is that while it takes a long, long time to gain someone's trust, you can lose that trust in an instant and then battle fruitlessly to regain it. Warren Buffet once remarked that it takes you 20 years to build a reputation and only 5 minutes to lose it – the same can be said for trust, as many reputations are grounded in trust.

In the book of Proverbs chapter 20 verse 23, Solomon warns us that ***“Differing weights are an abomination to the Lord, and a false scale is not good.”*** (NIV) Therefore, if you want your team to trust you, you have to be open and honest with them.

Trust is a commodity and without it you will not get your team to perform the functions that are required of them. In fact, trust is probably the most valuable commodity of all, even more precious than gold, stocks or bonds. So, as a commodity, this makes trust a very valuable commodity as the value of a commodity is usually determined by its scarcity.

As seen in the explanation earlier, you can have a crash in the market and lose all your stocks, bonds or investments. You can experience a pandemic as we have recently, and this could dilute the market and you could also lose all your investments and stocks. You could even lose your fortune due to irresponsible investments or because of bad decisions you made, but with some effort and hard work you can gain it all back again and more. No so with trust – if you lose the trust of your team or someone, for whatever reason, you are going to have a long and hard battle restoring that trust.

It is far easier to restore your possessions and wealth than it is to restore trust. Stocks and investments are material possessions whereas trust is based on feelings and emotions. If you lose your money and stocks, you can employ different more creative methods to regain them. With trust it is burnt into the memory of the person whose trust you lost and there will always be a flame that burns to remind them of the reason you lost their trust and as a result they will always be hesitant to trust you again.

We tend to think of the queen bee as the leader of the hive, sitting regally in the hive while her workers slave away day and night to not only maintain the hive but also bring home the nectar for honey to feed the queen bee. The actual truth is that the queen is the servant of the team, she has to spend her entire time laying the eggs to ensure the future survival of the bee colony.

The function of the queen is not only to produce eggs for the survival of the hive, but she also has the role of producing the next generation of worker bees and drones. She has important decisions to make regarding whether she needs to fertilize the egg – to produce worker bees – or not, so that drones can be produced. She has to maintain the fine balance between the various team roles in the hive to enable the hive to function optimally and successfully achieve the overall objectives of the hive.

It's the team behaving as one, in pursuit of a common goal which brings success, not a leader laying down the rules. Bees think and act as one and create cohesion within the hive.

The biggest challenge facing leaders today is that their employees **DO NOT** trust them. A recent study conducted by Gallup shows that 67% of employees do not trust their leaders. That's more than two-thirds of the entire workforce of the world.

- Who of you have their team's full trust?
- Do you teams really trust you fully?
- Have you ever promised something to someone, no matter how small, and not kept your promise?
- How many times would your team trust you until they lost all trust in you?
- How do you even calculate the level of trust your employees have in you?

As mentioned earlier, Gallup have done several studies and most of the results show that:

- 83% of employees are not engaged. This number increases dramatically with the new Work from Home situation. We all know that teams that are not engaged cannot produce the desired results.
- With the changing employment options in the marketplace today, employees are trusting their leaders less and less and preferring to fend for themselves through engaging in alternative employment strategies.

- Furthermore, the same studies show that over 70% of current leaders feel that they are not doing a good enough job as a leader and that they are very frustrated as leaders.
- And as already mentioned, these studies show that a whopping 67% of employees do not trust their leaders. This proportion is growing constantly as the workplace evolves and accommodates the new trends in employment such as contracting or micro employment.

So why is this happening? Why do employees not trust their leaders? It's because the leaders are unable to inspire their teams to be more engaged. Their teams do not trust them to keep their promises and do what they say they will. They have not built Commodities of Trust.

The big question then is -- what leaders must do to get our teams to trust them. If 67% of employees do not trust their leaders, how do they then go about becoming part of the 33% of leaders who are trusted?

By building Commodities of Trust of course! So, what are these Commodities of Trust I keep talking about?

I call this the 6x3 Hive Blueprint because there are six main components, or commodities, and each of these have three further components. In the same way bees build a hive by constructing individual hexagonal compartments, so the 6x3 Hive Blueprint has the six separate commodities and each of the additional three are built onto these.

Below I will discuss the six main commodities of:

1. Heartfelt Communication
2. Meaningful Relationships
3. Total Commitment
4. Role Acceptance
5. Mutual Trust
6. Sweet Results

These are the six main commodities which will all also contain the secondary commodities.

HEARTFELT COMMUNICATION



Communication is the most important skill for human relationships. Communication skills are a combination of verbal and nonverbal communication. Verbal communication includes speaking, listening, reading, and writing skills. Nonverbal communication includes gestures, body language and facial expressions.

In Paul's letter to the Ephesians in chapter 4 verse 29, he tells them ***“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.”*** (NIV).

You need to start communicating more with your team. But you have to be sincere in your communication. This means that you cannot communicate via email or WhatsApp, you have to physically get off your seat and go to the employee and strike up a conversation with them.

This is probably going to be so awkward at the beginning and they will probably wonder what got into you. But if you persist and you communicate like you actually mean it, they will slowly start opening up

and the conversation will grow from there.

Non-verbal cues are important in any communication. Be aware of your own body language and facial expressions. These will immediately tell the employee whether you are sincere or not.

Also continuously look at their body language or facial expressions as these will tell you whether you are connecting or not.

There are many things you can do to make sure you have a good relationship with your team, but one of the most important aspects is how well you communicate. Communication involves being able to share your thoughts and feelings in an effective way so that your team members understand what it is that you want or need from them. People often have trouble communicating because they don't know how to listen well, or because they're not being clear about what they want out of the conversation.

To help improve your communication skills, know what you want to say before speaking. It's important that you know where the conversation is going before beginning it because otherwise, there may be some confusion as to what exactly was communicated between you and the team during your interactions together.

GREAT QUESTIONS

By asking great questions you will be in a position to communicate effectively with your team. Great questions mean that you ask questions that will boost the relationship and engage the team members more.

Asking great questions is one of the most important skills you can develop as a listener. Asking insightful questions will also make you appear more engaged and interested in what your team has to say, making it a win-win situation.

Here are some examples of great questions to ask:

- What's the best part about working here?

- How did they end up here?
- What do they think of the new CEO?

Jesus gave His disciples sound advice regarding asking questions in Matthew Chapter 7 verses 7 – 8 when He told them to ***“ask, and you will receive, seek, and you will find, knock and the door will be opened to you., for whoever asks receives...”*** (NIV). Jesus could not have been clearer in expressing the need and the priority of asking the right questions and seeking genuine answers.

What do you wish other people knew about your job? What’s the hardest part about working here? What’s your favorite thing about _____ (a place, person, or event)? How did you get into this line of work? What does success look like for you in the future?

What are some of the biggest challenges you’ve faced? Why did you choose this career path? How long have you been doing this for? What do you enjoy most about your job? What’s the best thing about your company culture? What does your typical day look like? How many hours a week do you work on average?

If you could do anything else, what would it be? What’s your favorite thing about working here? What do you enjoy most about your job? How did you get into this line of work? Why did you choose this career path? How long have you been doing this for? What do you like least about their job? If you were in charge, what would you change about the company culture or work environment? Do you enjoy your job and why or why not?

What are some of the biggest challenges you’ve faced? How has your job changed over time? What do you enjoy most about your job? Where do you see yourself in 5 years? What’s the best thing about your company culture? How long have you been doing this for? What do they like least about your job? If you were in charge, what would you change about the company culture or work environment. Do you enjoy your job and why or why not?

You could ask other great questions such as:

- How can I assist you to be more successful at work? This shows you are willing to assist
- What are some of the challenges you are facing that I could help with? Let them identify what they are struggling with.
- How would you like to grow within this organization? Identify the career development opportunities they need.
- Do you feel a sense of purpose in your job? Connect it with the values of the organization.
- What do you need from me to do your best work? Be prepared to devote more time and resources to help your team feel fulfilled.
- What are we currently not doing as a company that you feel we should do? Asking what they feel the company could be doing better conveys that their thoughts and opinions matter.
- Are you able to do your best work every day? This allows you to determine whether they're optimizing their strengths.
- What part of your job would you eliminate if you could? Knowing which aspects of their job are least and most enjoyable will help you make any necessary changes if possible.

By asking these types of questions you will get more reaction from the team member as they will sense that you are actually interested in them, and you are willing to help them succeed.

As the leader, you need to understand when you are engaged in relational communication with your team members that it is not about you and your needs, it is about the team member.

When the team member realizes that your questions are aimed at finding out about their well-being and that you are in fact looking to help them succeed and do better, they will know you are sincere in your efforts and will start trusting you and opening up.

The purpose of the questions is not only to extract information that is useful to you as the leader to lead your team effectively, but it is also meant

to build a relationship of trust.

Soon the team members will feel comfortable and safe enough to share personal stuff with you as well – just be careful not to land up in a situation where you become too familiar with the team member. It should be about building the relationship of trust and not necessarily a buddy, buddy thing.

Asking the right questions not only allows for clarity regarding what is needed, but also has the ability to provide the leader with more insight into what the team member is thinking and feeling.

ENHANCED LISTENING

Be clear on what message or topic each person wants discussed – This should also include knowing whether this topic needs further clarification so that neither person feels like any details were overlooked during their talk time together!

Listening is an active skill. Listening isn't something passive—it takes effort and energy to be truly present in a conversation. It's also a choice, because you can choose to listen or not listen at any given time. By choosing to pay attention, you actively engage with the person speaking and acknowledge them as another human being with thoughts and feelings of their own that matter just as much as yours do.

When you're fully listening, you become aware of what they want to share or talk about; this allows for deeper understanding between both parties during conversations because they feel heard and validated by someone else who might not understand their situation completely but still tries their best to listen without judgment or prejudice (or even merely giving advice).

In the book of Proverbs chapter 1 verse 5, King Solomon, one of the wisest men ever to walk the planet tells us that ***“A wise man will hear and increase in learning, And a man of understanding will acquire wise counsel.”*** (NIV) You may not have realized this but, the word LISTEN

and the word SILENT are spelled with exactly the same letters. Makes you think!!

Listening is also one way we connect with others on a personal level; it's often said that "people don't care how much you know until they know how much you care," so taking the extra step of actively listening shows genuine interest in learning about someone else's experiences rather than just having something interesting happen at work today.

Be sure to listen carefully – This means not only paying attention to what your team members are saying, but also taking note of their body language and facial expressions as they communicate with you. If they're raising their voice or getting frustrated because they don't understand what you mean, then it's probably time for a break so that both parties can calm down and collect themselves before continuing.

Remember communication is always a two-way street. You need to let them talk as well. In fact, I would dare to say that you should be listening more than you speak. At the start they will probably not open up so much but as you progress, they will open up more and more and you should then listen carefully to what they say as this will also provide you with a lot of insight into how they are doing, what they are thinking and even how they are feeling.

The more you listen the more you will learn from them and about them. We have heard so often that we were born with two ears and one mouth and that we should listen twice as much as we speak. This is so true if you want to communicate effectively enough with your team to build meaningful relationships.

Bees communicate by dancing and each dance conveys a specific message. A scout bee encountering a food source near the hive would return and do a circular dance, closely trailed by other bees with their feelers on her abdomen. After a few rounds, these other bees would fly off, scout round, and find the food source. If the other bees are not paying attention and listening actively, then they will miss the message of where the food is.

You might think that listening is a passive skill, but in reality, you're doing much more than just sitting there while someone else speaks. There's an active process of listening going on—you're paying attention to what the other person says and how it feels to them. When you really listen, it's not just about what someone says; it's about how they say it.

When you have good conversations with people, you can tell when people are truly engaged. The best conversations are engaging and deep: they go beyond surface level talk and delve into deeper topics like beliefs and values or even touch on the core of who we are as human beings. Great conversation starts with great listening skills.

Listening is a skill that can be developed over time. When you practice listening, you're building your capacity for empathy and understanding. You'll become more aware of what others are saying and how they feel about it, which in turn will help you connect with them on deeper levels than ever before.

It's easy to get caught up in your own thoughts during a conversation, especially when you're talking with someone you know well. But really listening means being present and engaged with the other person. You'll be able to hear what they're saying without interrupting or trying to think ahead of them. Instead of thinking about what you're going to say next, rather pay full attention to what is being communicated to you without emotion and trying to understand fully what is being said.

Enhanced listening is also called active listening, and this implies that there is a specific action involved – that of paying attention and hearing what the other person is saying. Too often we “listen” to the other person but in fact you are not really listening. You only listen until you have heard enough to formulate a response to what they are saying and do not listen continuously to the entire message.

The result is that you only hear what you want to hear and formulate your response accordingly, often missing the point completely. There were

many instances when I was fixing my wife's problems for her even before she had finished speaking – missing the point completely and getting her annoyed because I did not listen properly.

Also in Proverbs chapter 18 verse 13, Solomon warns us that ***“He who gives an answer before he hears, it is folly and shame to him.”*** (NIV) So always remember the we should always listen TO UNDERSTAND and not listen TO ANSWER !

FEEDBACK LOOPS

Feedback loops refer to the practice of not only giving feedback but also being willing to receive feedback from the team. Especially when that feedback may be negative.

We need to constantly provide the team with feedback that relates to the task or objective at hand. They need to be kept constantly in the loop.

Learning from the bees, we notice that the bees are constantly providing feedback to each other about all aspects of the daily functioning of the hive.

If the food source was beyond a certain distance, however, the scout bee would change her dance. She would circle first left then right, doing a little straight run in the middle while wagging her tail. Other bees would watch and follow, occasionally making little “weeping” noises, whereupon the dancing scout would stop and share her food with them. Then they would fly off in the direction of the straight run of her dance to exactly the food source the scout had come from.

Karl von Frisch spent many years closely studying bees to discover this unique form of communication.

What the bees teach us as leaders is that our communication must be clear and concise and that we need to engage the team in the communication process. Also, when someone is talking, we have to listen attentively and actively (placing our feelers on their abdomen) so as to understand

correctly.

Feedback loops are essential to a healthy team. It's important that everyone on the team knows how they can give and receive constructive feedback, so that no one is left out of the loop.

As a leader, you should be setting the example for how everyone else should give feedback. You should make sure that you are giving positive feedback as well as constructive criticism from time to time. It's important for everyone in your company to feel like they have a voice and that their opinions matter. You can do this by being open to hearing from everyone on your team, even if it's not directly related to what you're working on at the moment.

Some people will find it easier than others to give feedback when necessary; however, there are ways that you can encourage everyone to participate in this process by making it more collaborative rather than competitive.

In the book of Proverbs chapter 19 verse 20 we learn that we should *“Listen to advice and accept discipline, and at the end you will be counted among the wise.”* (NIV)

Listen to advice and accept instruction, that you may gain wisdom in the future. Solomon also warns us in Proverbs 15 verse 2 that it is only a fool who seeks his own advice and does not listen to others.

Find a *“Truth Teller”* – someone in your team that will tell you how you are faring as the leader. Do they like what you are doing or not? You should let them understand that they will not be reprimanded and there will be no repercussions so that they can express themselves freely and openly. This will usually not work 100% the first time unless they really trust you and believe that they will be safe from any repercussions if they are completely honest.

A truth teller is someone who will give you honest, constructive feedback about your work—but only if you ask for it. It's easy for people who are

working on projects or tasks together to become invested in each other's success and to want each other's projects to succeed. They can forget that the goal isn't always just success—it's improvement.

So, if someone asks for your opinion on their work -- give it! But do so with care: make sure that your feedback is constructive and actionable, not just criticism for criticism's sake.

Feedback loops are the most important part of any organization. Feedback loops allow an organization to be aware of its environment and make changes as necessary to ensure that it is staying on track.

Feedback loops are difficult to maintain, however, because they require truth tellers—people who are willing to speak up when something needs to be changed or fixed. Constructive feedback is also necessary in order for the loop to work; feedback should be given in a way that is not destructive or harmful for either party involved.

The process should be conducted in a way that is free from judgement or condemnation from the trust teller, but that the facts are aired in order for you as the leader to identify your leadership gaps.

When it comes to getting feedback from others, especially constructive feedback, there are two ways to go about it: ask for it or seek it out. If someone is doing something wrong and you want them to fix it, then asking them directly is the way to go.

On the other hand, if someone is doing something right and you want them to keep doing it, then seeking out that person's work can be much more rewarding than asking them directly because it shows that they've done something great and that they're worth listening to.

Communication is a two-way street. When we communicate with one another, we are simultaneously sending and receiving messages. The content of the message is just part of it; other factors such as tone, facial expressions and body language play major roles in how our words are

interpreted.

If you find yourself constantly frustrated by misunderstandings with your team or colleagues, there's a good chance that communication breakdowns are a source of conflict for you both. If this is true for you, consider these tips for improving your relationship:

1. Be vulnerable.
2. Commit to being honest with each other about how you feel and what you need from each other.
3. Speak in **"I"** statements rather than **"you"** statements when expressing your thoughts and feelings.
4. Make sure that you listen to each other when sharing your thoughts and feelings, rather than just waiting for your turn to speak again.
5. Don't make assumptions about what the other person is thinking or feeling based on their response to your statement; ask them about it if you're unsure.

Communication is the foundation of a healthy relationship. Good communication helps the team resolve conflict, avoid arguments, and improve their overall relationship satisfaction.

Communication skills are learnable; they can be improved with practice. Communication skills are not just about talking; they include listening, understanding and expressing your feelings, as well as resolving conflict in healthy ways.

MEANINGFUL RELATIONSHIPS



Once you have the communication in place, the next commodity needed is to start building relationships.

Humans, the same as bees, were designed to have relationships. We were not made to be alone but to exist together. We were created to be in relationships. In the book of Genesis chapter 2 verse 18, it states that ***“Then the Lord God said, “It is not good for the man to be alone. I will make a helper who is just right for him.””*** (NIV). So, as you can see, being in relationship is in our DNA, and we operate at our best when we have a partner or ***“helper”***. In the same way it is vital that your team has a relationship with one another and at the same time that you have a relationship with your team. This is the best way to ensure optimal cooperation and success.

When building relationships, at work or in your personal life, it is very important to always be yourself. Being yourself means that you do not

put on a mask. What people see is what they get. If they know where they stand with you it is easier for them to trust you.

When we say, “*workplace relationships*,” we mean the ones between you and your colleagues—the people who work around you every day. These relationships can be difficult to navigate because they involve two different groups: those who work for you (your employees), and those who work for someone else (their bosses). But having clear boundaries between these two groups is essential for maintaining a healthy working environment that fosters productivity and growth within each individual person’s career path.

The workplace is full of relationships that can be difficult to navigate. You may find yourself working alongside people who have different personalities or work ethics than you, which can cause friction. You may feel like your leader doesn’t understand you or respects you as much as they should. Or maybe you’re not sure how to get along with your co-workers when the pressure is on.

Regardless of the nature of your situation, developing meaningful work relationships can help improve your performance at work and make the whole experience more enjoyable.

Here are some reasons why:

- You’ll feel less stressed out because you won’t have to worry about what other people think of you all day long
- You’ll feel more inclined to go above and beyond for those around you if they’ve shown they care about what happens to you too (this will also benefit them)
- Your sense of purpose in the workplace will increase because there’s someone else invested in helping make things run smoothly for everyone involved

If you want to build meaningful relationship, then along with the communication, you will also implement the following:

SETTING BOUNDARIES

The first step in developing meaningful work relationships is making sure that your own boundaries are clear. If someone is crossing your boundaries or treating your relationship as something less than professional, it's time to talk about it with them—and if they continue to cross those boundaries after talking about them, then it's time to consider whether or not this person is the kind of person who deserves the benefit of doubt and trust from you.

The second step is being willing to ask for help when needed. Even though we all want to be independent and capable people who don't need anyone else's help, sometimes we just need someone else there for us so we can accomplish something together. We should always keep this option open for ourselves, so we don't burn out trying to do everything on our own.

In Paul's letter to the Galatians chapter 6 verses 4 and 5 we learn about setting boundaries both personal and in the workplace when Paul tells us that ***“Each one should test their own actions. Then they can take pride in themselves alone, without comparing themselves to someone else, for each one should carry their own load.”*** (NIV) To set boundaries for your team, you need to set clear goals. By setting boundaries you also inform the team of what is allowed in the team and what is not. Boundaries make it easier for people to connect and to respect each other.

You have to be clear about the vision of the team and you must drive the vision as a leader. Your passion for achieving the vision will rub off on the team. When you set goals make sure they are clear, measurable and that the time limits for achieving them are realistic.

The beehive has a structure that is clear and understood by all its members. The bees live together over a long period of time. The bees live close together and work together well. The bees know what their boundaries are, and a drone will not attempt to be a worker, or a worker become jealous of a drone that just hangs around all day until he is needed. Nor will the worker bees challenge the authority of the queen. The worker bee is the most industrious bee in the hive and goes through several phases of

work but does not kick against the next phase if she does not like it. When it is time to move onto the next role the worker bee does it willingly and is totally committed to ensuring the hive functions effectively.

It may take several years for teams to work well together. They need clear aims. They need to work closely together to share and discuss ideas and solutions with all members contributing.

There is no point in setting goals and then leaving it there, you must follow up regularly on the progress of the goals. Involve them in the goals setting and some of the decision-making processes.

Don't be afraid to keep some distance between yourself and others in order to maintain professionalism while still being friendly and personable with everyone else.

SINCERE CONNECTIONS

If the team knows what the boundaries of the relationship are and they have been given clear goals, you will be able to develop sincere connections with them.

In Proverbs chapter 18 and verse 24 we learn that *“A man of many companions may come to ruin, but there is a friend who sticks closer than a brother.”* (NIV) The lesson here is that it sometimes is better to only have a few close friends rather than a lot of shallow companions. You should learn to develop your friendships and take care of your relationships. This can easily be done by checking in regularly with the team and your friends.

These connections will evolve over time as your connections with the team solidify and trust will start to develop.

All connections from time to time may experience conflict. We are dealing with humans who have varying personalities. Resolve conflict as quickly as possible. By letting it brew you only make the situation worse. Be supportive of both parties to the conflict and don't ever take sides.

As difficult as it may be, remain neutral because if it looks like you are favouring one party over the other you are going to have serious problems and lose the trust and respect of the party not being favoured. Sometimes conflict can be good for the team but make sure to identify the conflict that is harmful and end it as soon as possible.

Being sincere in team connections is the key to building a strong and happy team. It is important to be genuine, honest, and interested in your team members. When you are sincere with your team members, you are more likely to have a stronger connection with them. You will also have a better time working with them because they will feel more comfortable being themselves around you.

The benefits of being sincere with your team members include better communication, increased trust, and improved work relationships.

It's important for leaders to be sincere about their interest in their employees because it helps build trust and strengthens the relationship between the two parties. This leads to an increase in productivity and less employee turnover rates.

Showing appreciation for your team members is a great way to foster a sense of appreciation and belonging in the workplace. For many people, the office environment is their second home. It's important to show them that you care about them and value their contributions.

It's not always easy to show appreciation for your employees, but it's important because it will make them feel more valued and respected. There are many different ways that you can show your appreciation for your team members, such as: praising them in front of the group, sending thank you notes or cards, giving small gifts or treats on special occasions, or organizing social events like happy hours or family days.

Worker bees not only feed each other but feed the queen and the drones. Drones do not have a proboscis and therefore cannot collect nectar. They are dependent on the worker bee for honey. This social behavior is a

sincere connection, and it enables the thousands of bees in a colony to function almost as one organism-- a super-organism so to speak.

Food sharing inside a hive is dynamic and continuous as nectar is passed from one bee to another. When a hungry bee needs food, they are able to signal the worker bee who then spreads her mandibles and discharges a droplet of honey or nectar from her honey stomach onto her mouthparts. The hungry bee senses the food, extends her straw like proboscis, and sucks up the food. In the case of a drone who has no proboscis, the food is passed from the one bee's mouth to the next bee's mouth.

It's a pity that not all teams and their leaders operate as a super organism.

ACCOMMODATE MISTAKES

Everyone makes mistakes and if you as the leader are expecting perfect performances from your team, you are in for a big surprise. The question is not if they will make a mistake, but rather what you are going to do when they make a mistake.

It is important for the team members to make mistakes from time to time as this is the only way they gain experience. The important thing is that they should learn from the mistake otherwise the mistake was simply a waste of time and money.

The book of James chapter 3 verse 2 tell us that ***“We all stumble in many ways. Anyone who is never at fault in what they say is perfect, able to keep their whole body in check”*** (NIV), so, we need to allow for mistakes and not expect each of our team members to be perfect.

When they do make mistakes, you must support them and ask those great questions that will build the relationship and allow them to be more creative and learn from any possible mistakes. You need to show empathy, as we have discussed so many times in the past.

If you aren't making any mistakes, chances are you're not trying anything new, which is a mistake in itself. Mistakes can lead to great ideas and

innovation and are in fact the stepping-stones that take us out of our comfort zone into the growing zone, where great lessons can be learned. How can you tell if something works if you don't try it?

Mistakes are the natural process of systematically eliminating things that don't work in order to come closer to the ones that do. Contrary to popular belief, mistakes are not failures. We live in a society that teaches us that mistakes need to be avoided at all costs. This is particularly true if the mistake happens at work where your boss or manager is watching your every move and has little tolerance for error.

We do not want to create an environment in the workplace where there is no accountability and where everyone acts carelessly with no regard for quality. However, if we create a culture that allows mistake, it gives people the permission to think creatively and to try new things without being penalized for making mistakes, the entire team and organization will gain from it.

The following positive results can occur when we create such a culture and allow the team to sometimes make mistakes:

- It creates an honest and open environment and trust flourishes with employees not trying to cover up their mistakes for fear of reprisal.
- If you remove the threat of punishment for making mistakes, morale will be boosted, and your team will be far happier at work.
- Making mistakes creates a culture of learning and gives employees the freedom to admit that they don't know everything and to try something new, even if they're not sure it will work.
- It encourages creative thinking and innovation where mistakes are accepted as part of doing business
- Amazingly you will have fewer mistakes simply because you allow them the freedom of making them and they therefore are less stressed and anxious.

When one of the team makes a mistake at work, you must help them to:

- Be willing to look at it objectively and learn from it.
- Admit to the error without making excuses and consider how they can learn from it.
- Do their best to rectify their mistakes by establishing a timeline for fixing the mistake and communicating their entire process to leadership.
- Make sure the same mistake will not be repeated as part of the learning process.

TOTAL COMMITMENT



Once you have developed the meaningful relationships as a result of the communication, you will find your team becoming more committed to the objectives of the team and to each other.

Remember you are not the only expert and the team consist of individuals who are experts in their own right, so do not be afraid to ask for assistance from the team.

In 1 Kings chapter 8 verse 61 we are told “*And may your hearts be fully committed to the LORD our God, to live by his decrees and obey his commands, as at this time.*” (NIV) This passage shows us how to be totally committed to God but also gives us the guidelines for getting the total commitment from our teams.

The total commitment from team members will be necessary to ensure that the project succeeds. This can be done by encouraging team cohesion and making sure that everyone feels included in the process.

There are many different ways a leader can increase the commitment to

their teams.

Developing a sense of belonging: Employees need to feel like they are part of a team in order for them to be committed. They need to feel like they belong and that they are valued members of the team. This can be done by ensuring that employees have an opportunity for input on decisions, or by providing them with opportunities for growth and development.

Providing clear expectations: It is important that employees know what is expected from them and how their work fits into the bigger picture. Clear expectations help build trust because when employees know what is expected from them, they are more likely to deliver on those expectations.

Creating a culture of accountability: It's important that team members take responsibility for their actions and take ownership over tasks assigned to them. A culture of accountability helps reduce conflict because when people know what's expected from them, it's less likely that they will make a mess of it or shirk their responsibilities. They will also be more eager to be involved.

Here are some other ways you can develop total commitment from your team to the objectives and goals of the team.

ALIGN VALUES

Values are the foundation of a company's culture. Values drive goals and help organizations to develop their culture in a way that is aligned with the values.

The first step to creating a positive company culture is aligning your team's values to the company's values. This will help you create goals that are driven by the team's values and improve your chances of attaining them. If you have a clash of values, it can lead to low levels of teamwork and cohesion within the team.

In his letter to the Philippians chapter 4 and verse 9, Paul says, ***“Whatever you have learned or received or heard from me or seen in me—put it***

into practice. And the God of peace will be with you” (NIV) He sets the tone for what Christian values should be but for the leader it reiterates the importance and significance of having a set of non-negotiable core values, whether they are Christian based or not!

It is important to remember that not every company has the same values as yours, so it is crucial that you find someone who shares these same goals and beliefs with you. This will help you build a strong relationship with them, which in turn increases the chance of success for both parties. The core values of your team are not negotiable.

These values make your team tick and is what holds the team together. Setting goals and boundaries are dependent on clear non-negotiable core values.

- These values need to be aligned for the team to function properly. Personal values should align to team values and if there is a conflict of values then as the leader, you will have to investigate whether this conflict does not warrant removal of the team member or worse yet re-thinking the core values of the team.

Bees understand the values that govern the hive. They move about all the time in a colony, and they are quite particular about their space. There's this thing called bee space, which is a measurement, 10 millimetres, a phenomenon which was discovered back in 1886. Bee space is the amount of space they need to function properly. Too much space, they'll fill it with wax. Too little space, they bump into each other and can't move. When there's a larger gap to cross, and there's not room to fly, they'll build a chain by connecting the hooks on their legs to form a link over spaces, making a bridge for other bees to cross.

It takes 21 days for a worker bee to grow to adulthood and leave the cell she occupied as a larva. The minute she gets out of the cell she starts cleaning up the cell to receive the next egg from the queen. She not only cleans the cell she was in but also spends the next 2-3 days cleaning any other cells in preparation for the queen to lay more eggs.

Furthermore, bees display an understanding of values as they don't question authority, they don't buck the system. They do what they are expected to do, and they do it with conviction because they realise the contribution, they make to the hive no matter how menial their task, or whether they are doing more than the next person. For this reason, the bees never have conflict with each other.

In order to be successful in any organization, employees need to align their values with the values of the company. If there is a clash of values, this will lead to conflict. When there is a clash of values, team cohesion suffers, and performance suffers as well.

Let us explore how alignment improves performance, and how to align your values with those of your organization or team, and what happens when there is a clash of values in an organization or team.

Alignment is a process that helps to improve performance. It is about aligning values and goals of a team. The most popular way to achieve alignment is by making sure that the team's values are aligned with the company's values. This alignment will lead to better performance because it will be easier for the team to stick together and work as one unit.

The most common clash of values happens between teams who are not on the same page. This can lead to low performance and high turnover rates, which in turn leads to lower profits for the company. In order for a team's performance to be successful, it is important that there is a high level of cohesion within the group.

It is important for teams to have the same values in order to be productive and have a high level of performance. It is also important for team members to align their values with the company's or team's values. If there is a clash of values, it will affect team cohesion and lead to lower performance.

The key idea behind alignment is that people are more likely to work hard when they are doing something that they care about. They will also be more committed and successful in what they do if they share the same

goals with their teammates.

CELEBRATE SUCCESS

Affirm them regularly, even when they are not successful at their specific task, praise them for their efforts. Don't stress over weak performers because where the Commodities of Trust are in place, your team will resolve the weak performances themselves.

Every time the worker bees come back from the food expeditions; they call for a **“meeting”** to give feedback of the success of their trip. Frequent and regular meetings play a critical role in the success of teams. Teams must physically meet and update each other about developments in relation to the task. After the ‘meetings’, the bees go out together to get the food. Effective teams get the job done!

In the book of Psalms chapter 106 and verse 5, King David is rejoicing over the success and prosperity God has bestowed on Israel and he is giving thanks ***“That I may enjoy the prosperity of your chosen ones, that I may share in the joy of your nation and join your inheritance in giving praise.”*** (NIV)

Nothing encourages a collaborative work environment like celebrating wins as a team and sharing in each other's success. This encourages everyone to have an interest in helping out another co-worker that needs help. Employees who are happy in their jobs and look forward to coming to work every day will perform better, leading to better success for your team. By celebrating your employees' wins as a team, no matter how small they may be, you help your employees gain meaning from their work and be inspired to ensure that they drive results and perform at their optimum levels.

By working together on common goals and sharing successes, you are able to encourage positivity and relationship building in the team.

It is important for team members to feel affirmed and celebrated for their contributions. It can be difficult to get the recognition that they deserve,

especially when they are surrounded by so many other talented people. They may have a lot of skills and talents that they never get to use because others are doing the work or taking all the credit. But it is important to remember that their contribution is still valuable, even if it doesn't always seem like it, and that they regularly get affirmed for these.

Why do we need to celebrate team success? The answer is simple: celebrating successes can help motivate employees and increase productivity in the workplace. Celebrating successes helps affirm employees and share in their success. It also encourages employees to take more risks and make more bold decisions on behalf of their company, knowing they will be celebrated for their efforts.

Celebrating achievements is a great way to maintain morale and motivation. It is important for team members to share in their success, affirm them regularly, celebrate the small wins, and have achievement celebrations.

Celebrating achievements is a great way to keep your team motivated and engaged. This can be done in different ways, such as celebrating the small wins, affirm them regularly, and share in their success.

Some people think that we should celebrate achievements by throwing parties or giving out awards. But this is not always possible for all teams and companies. So, what are some other ways of celebrating achievements? One of the best ways to celebrate achievement is by giving recognition to the individual who has achieved something extraordinary.

By acknowledgement their hard work and effort, you are making sure that they know that they are making an impact on the company and the team as a whole. Celebrating achievements can be done in many ways - from small meetings to a big party. We can even have a cake for each person who has accomplished something significant.

We need to celebrate our achievements. We should not just focus on the failures and the mistakes that we made. Celebrating our successes will

motivate us to continue doing better in the future. It will also make our colleagues happy and affirm them regularly.

Team success is an essential component to the success of any organization. It is also important to share in their successes and affirm them regularly. We should celebrate team successes, like celebrating a victory in a game or competition. We should share in their successes and affirm them regularly - it's important for the morale of the team members. Celebrating the small wins can help keep a team motivated and engaged.

It is important to celebrate team successes in order to build a culture of success. This will help the team members feel more confident in themselves and their abilities. It will also help them feel like they are a part of something bigger than just themselves.

If they have a great idea or something that they've accomplished, share it with the team members. It will affirm them and motivate them to do better. Celebrating the small wins is also an important part of building a culture of success because it helps people see that their efforts are not going unnoticed and that they are making progress towards their goals.

INDEPENDENT THINKING

Earlier I said that you should celebrate success and also that you should accommodate mistakes. If you do this then your team will feel more at ease trying new things and coming up with new ideas, they will not fear reproach.

In his letter to the Romans in chapter 12 verse 2, Paul tells us ***“Do not conform to the pattern of this world but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.”*** (NIV) Paul I believe is setting the stage for allowing us to be more creative in our thinking, but for Christians still staying within the boundaries of the Christian values and beliefs.

For your team to think independently, it means that you will have to

allow for creativity. Creativity explores new and different ways of doing things which could result in some of the ideas not working out. Allowing this independent thinking will give the team enough confidence to try something new and not be looking over their shoulders all day long to see when they are going to be punished for the slip-up.

Independent thinking is important for a number of reasons. It can help us to solve problems, develop new ideas and perspectives, and it is an excellent way to improve our creativity. One of the most important skills in life is the ability to think creatively and independently.

Creativity is not something that is innate in all of us. The more we do it, the better we get at it. Therefore, cultivate creativity by practicing creative thinking and developing experience in order to improve your creative thinking skills. But it is a skill that can be developed through practice and effort. It requires one to think outside the box, allow for mistakes, and develop experience. Creativity is the ability to generate new ideas.

The best way to cultivate creativity is by allowing mistakes and not being afraid of failure. They should not be discouraged when they make mistakes, but rather learn from them and develop their experience in order to gain more creative thinking skills.

The first step to cultivate independent thinking is to foster creativity in oneself. One way of doing so is by trying new things on a regular basis. This will give them the opportunity to learn new skills, meet new people and experience different things which will make them more creative.

We should also allow ourselves to make mistakes while working on a project or task as this will help us develop our thinking process and think outside the box.

We should also try challenging ourselves by working with different types of people and tasks so that we can get a better idea about what we are capable of doing and what might work for us in the future.

In the age of information, it is difficult to find a place to be creative. The problem is that we are surrounded by people who have already done what we want to do and know what we want to know. This makes us feel like there is no space for creativity.

Creativity and independent thinking are two different things. Creativity refers to the process of generating new ideas, while independent thinking means being able to think outside the box and allowing for mistakes.

Nowadays, there are many ways for people to cultivate their creativity and independent thinking skills such as taking part in a brainstorming session with other people or taking courses on creative writing or art history.

Bees on the other hand do not need to be creative and think independently. They are engineered to simply do what they were designed to do order to protect the existence of the brood and keep the hive functioning.

When her nectar sacs are full, the bee returns to the hive. Nectar is delivered to one of the indoor bees and is then passed mouth-to-mouth from bee to bee until its moisture content is reduced from about 70% to 20%. This changes the nectar into honey.

Sometimes the nectar is stored at once in cells in the honeycomb before the mouth-to-mouth working because some evaporation is caused by the 32.5°C temperature inside the hive.

Finally, the honey is placed in storage cells and capped with beeswax in readiness for the arrival of new-born baby bees. Pollen is mixed with nectar to make “bee bread” and is fed to the larvae. A baby bee needs food rich in protein if the bee community is to flourish.

Before returning to the flower again for more pollen, the bee combs, cleans and cares for herself, not because she is vain but so she can work more efficiently. Throughout her life cycle, the bee will work tirelessly collecting pollen, bringing it back to the hive, cleaning herself, then setting out for more pollen.

Humans do not possess that quality of simply “*doing their job*” so we have to learn to constantly think of new and creative ways to get the work done.

ACCOUNTABLE AGILITY



In Romans 14 verse 12 to 13 Paul warns us that ***“each of us will give an account of ourselves to God. Therefore, let us stop passing judgment on one another. Instead, make up your mind not to put any stumbling block or obstacle in the way of a brother or sister.”*** (NIV)

Accountability is the cornerstone of a successful agile environment. Without it, the whole process will fail. Accountability is about being responsible for your actions and your words and holding others accountable for theirs. In an age where we are constantly changing and agile leadership is a given, the agility should be done accountably.

It is important to have a clear communication in an agile environment because it helps people understand what needs to be done and when they need to do it. This way, people are not sitting around waiting for someone else to do something that they could have done themselves.

In an agile environment, the most important thing is to have clear and open communication. This enables team members to work together more efficiently and helps them avoid miscommunication.

Accountability is a key aspect of agile leadership. Leaders should be able to take responsibility for their decisions, to create a culture of trust and respect. This will motivate employees to do their best work.

There are many benefits of having clear and open communication in an agile environment. It helps team members work together more efficiently, it prevents miscommunication, it creates a culture of trust and respect which motivates employees to do their best work.

Agile accountability is an important part of agile leadership. It's about being clear about the expectations and making sure that everyone knows what to do in order to meet those expectations. This way, it becomes easier for the team members to know what they should focus on and how they can improve their work.

The benefits of having clear and open communication are obvious. It makes it easier for everyone on the team to know what is expected from them, which in turn helps them perform better. Clear communication also builds trust among team members, which is essential for a successful project or business venture.

To establish trust with the team, you as the leader must be accountable to yourself, the team and the goal or vision.

You have to accept your responsibility as the leader and ensure that you equip yourself to lead effectively. The buck stops with you so to speak.

You also have an accountability to the team to lead them efficiently and to take responsibility for your decisions and actions as they relate to the team.

Lastly you have to be accountable to the vision or the goal and not give up when things are not going your way. Even if the odds are against you, you will have to push through.

ETHICAL ACTION

I have previously mentioned about being yourself but being authentic means that you are what you say you are.

Being authentic means, you have integrity and integrity to me basically means that who you are at work or in public, is also exactly who you are at home or in private. No Dr Jekyll and Mr Hyde.

Solomon in his wisdom warns us in the book of Proverbs chapter 11 verse 3 that ***“The integrity of the upright shall guide them; But the perverseness of the treacherous shall destroy them.”*** (NIV) This provides us with the warning that as leaders we should always act in an ethical manner. One way of being authentic is to give credit where credit is due. What do I mean by this?

Let’s say one of your team comes up with a creative new way of doing things and it could be beneficial to the organization, do you give them the full credit when you pitch the idea to others, or do you claim that it is your idea? In fact, do you steal their idea?

Leaders are the ones who should set a good example for their followers. They should be truthful, honest and ethical in all their dealings. They should not be self-serving and put themselves first at the cost of others. They are expected to be the shining example of what is right. Leaders must have a keen sense of what is right and wrong in order to lead their followers in the right direction.

Leaders should not steal from their followers or make false promises. They should not lie about their intentions or take credit for something that they did not do. Leaders should also not violate any laws, regulations or policies that might jeopardize the welfare of those they lead. Ethical leadership is not just about following the law. It’s also about doing what’s right, even when it doesn’t seem legal or there are no consequences for you. The ethical leader is someone who has a strong sense of what is right and wrong, a sense of justice, and integrity.

They are able to do the right thing even when it seems difficult or there are no consequences for them.

Leaders must show their employees that they are trustworthy. It is important to take the time to think through the consequences of your actions before you act.

Ethical actions are a must for leaders. Leaders should always act with honesty and truthfulness. They should not do anything that will bring shame to themselves or their organization. Leaders should be mindful of the fact that their actions will set an example for others to follow. In order to be successful, they need to take care of the people who work for them and make sure that they are treated well. This way, employees will feel valued and motivated to work hard for the company.

Ethical leadership is a type of leadership that is characterized by honesty, integrity, and fairness. It also includes being respectful to the people you lead.

Leadership is a responsibility that many people take on in their lives; however, it can be difficult to find the right balance between leading and being led. There are many ways that leaders can behave unethically. One way of behaving unethically as a leader is by using toxic language when communicating with team members. Toxic language such as swearing at team members or using derogatory terms can create an uncomfortable work environment for everyone involved.

Ethical leadership is a type of leadership that focuses on the wellbeing of the people involved. It is about not only leading them but also caring for them and making sure they are taken care of. Leaders who have ethical leadership skills are better at creating an environment where people can be their best selves. They promote trust, honesty, and respect in their workplace and among their team members.

Ethical leadership is about creating an organizational culture that encourages and supports people to do the right thing. The ethics of

leadership are not as simple as they may seem. There is a lot of grey area and ambiguity in the field. What is right and what is wrong?

Ethical leadership begins with the leader themselves. A leader must have integrity, honesty, and respect for others to have any kind of ethical leadership. If a leader has these qualities, then it will be easier to foster a culture that values ethics in the workplace.

Ethical leadership is about being transparent with the people you work with. The key to ethical leadership is to be humble, compassionate and empathetic towards others. Ethical leaders are conscious of their own biases and do not use them to make decisions that would harm others. They are also aware of the power they have over others in their workplace and use it responsibly.

Ethical leadership is a more recent concept that has been developed in the last decade. It is defined as ***“a system of shared moral principles, values, and practices that guide decisions and shape actions for the common good”*** (Kunkel). Leaders should be mindful of the impact their words have on other people. They should also be mindful of how their actions may affect others. Leaders should always act in a way that is ethical, even when they are not being watched or supervised.

Ethical leadership is the foundation of a healthy workplace and a prosperous company. It is the responsibility of leaders to ensure that they are building and maintaining an environment that is safe and productive for their employees.

Leaders should be cognizant of their words and actions in order to maintain a positive culture and ensure that they are not contributing to any toxic language or behavior. Ethical leadership is the process of making decisions that are in the best interests of all involved. But what does this actually look like? It is important to consider not only your own values, but also the values of those around you.

The goal of ethical leadership is to create a culture where employees feel

included and valued and are able to act with integrity. Ethical leadership is not just a set of rules, it is a set of values. It means guiding your employees with the right principles and values.

We should not think of ethics as something that only applies to the workplace. Ethics are applicable to all aspects of our lives. And therefore, we should treat our employees with respect at all times, even when we are not in the workplace.

Another important attribute to build trust is authority. No, I don't mean power! Authority is not power. Authority means you keep your word. If you promised them a day off for making their targets, then keep your promise.

Many leaders have people follow them because they appear to have authority. They know that they are talking about, they are confident in the way they act, and they do so ethically.

Authority is perceived and if the team believes you have authority, they will follow you.

SAFETY NETS

It means you stick up for your team, you have their backs, and you won't throw them under the bus to save yourself. When trouble hits the team, you all band together and stick up for each other. With each one looking out for the other in the team, the team can function freely to achieve the objectives without having the team constantly worrying about what can go wrong.

Team members need to support one another. New members may need a lot of support. Belonging to a team may call for sacrifices from the members. Membership may involve changing individual values and behaviour to those needed for the team as a whole.

The worker bees' other main duty is to protect the hive and the queen and ensure their safety. The worker bee is always prepared to attack and,

if necessary, sting intruders. When the worker uses her sting, her gut is usually ripped out and she dies soon afterwards. Her defence is therefore an act of suicide in which she sacrifices her life for the other bees and for the safety and security of the colony. Bees are very territorial and will swarm together in large numbers to chase off intruders or anyone that threatens the safety of the hive. As much as bees are gentle and care for each other and create massive benefit for humankind, they can just as easily become angry and attack any aggressor.

As a team we need to constantly be on the lookout for any form of danger that could jeopardize the safety of our team. We need to identify enemies early and swarm together as a team to protect the team. We need to protect our team and look out for their needs.

In the gospel of Matthew in chapter 25 verse 40, Jesus warns us that there will come a time when ***“The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’”*** (NIV) referring to us standing before God and giving an account of how we treated others.

Each team member must take this responsibility to protect the team from outside forces which might destroy it. Team members need to be committed to the team’s purpose and to one another. This commitment is the force that bonds the members together.

Psychological safety is a term that originated from the space industry to describe the sense of trust and confidence among team members that they can speak up about risks and concerns without fear of reprisal. It is important for any company to have a culture where people feel safe to speak up. A culture where people feel safe to take risks, be creative, and take on new challenges. A culture where people feel safe enough to admit mistakes and ask for help.

Psychological safety is the level of trust and confidence that team members have in each other to take risks and be vulnerable in front of each other. It is the sense that people are not afraid to speak up about their ideas, ask

questions, or share concerns.

In order to create a psychologically safe work environment, leaders should make sure they are providing feedback on a regular basis. They should also be mindful of how they communicate with employees and what words they use when giving feedback.

Everyone has the right to work in an environment that is safe, where they are not judged or threatened. Research has shown that people who have a sense of psychological safety at work have better performance, higher job satisfaction, and less burnout. Psychological safety is created by open dialogue and transparency about mistakes or failures. By creating a psychologically safe workplace, organizations can foster trust and respect among employees.

A psychologically safe workplace is one where employees feel free to express themselves. They are not afraid of retaliation or judgment. They can bring their whole selves to work without fearing that they will be rejected for who they are. One of the most important parts of creating a psychologically safe workplace is recognizing that it starts at the top. If you want your employees to feel safe, you need to set an example by being open and honest with them.

The term “*emotional safety*” was coined by Google’s Dr. Amy Edmondson in her seminal work, “*Psychological Safety and Learning Behavior in Work Teams.*” She defines emotional safety as “*a shared belief held by members of a team that the team is safe for interpersonal risk-taking.*”

Creating a safe and welcoming environment is essential for an organization to foster psychological safety. It is important to create a culture where employees are not afraid of making mistakes, taking risks, or speaking up. In order to create an emotionally safe workplace, employers need to focus on the following:

- Establishing a clear set of values and principles
- Promoting transparency
- Ensuring that employees have the space and time they need to do

their work with minimal distractions

- Encouraging all employees to speak up about their needs

The wellbeing and health of employees is a priority for organizations. Research has shown that companies with higher levels of psychological safety have less turnover, improved productivity, and increased employee engagement.

The culture at an organization plays a major role in the wellbeing of employees. Employees are more likely to be engaged and productive when they feel safe and comfortable at work. Organizations should create a culture where employees feel psychologically safe to speak up about their ideas, mistakes, or concerns without feeling judged or having their ideas shut down.

Employees should also be able to express themselves in a way that they are comfortable with while still being heard by the organization.

An emotionally safe workplace is one where employees feel free to ask for help when they are struggling, feel comfortable being themselves, and are not afraid to speak up when something isn't right.

Companies can create an emotionally safe workplace by implementing practices such as:

- creating an emotionally safe workplace is by fostering a culture of psychological safety. This means that all employees have the opportunity to voice their opinions without fear of retaliation or judgement.
- implementing a culture of dignity and respect which means that all employees are treated with kindness and consideration, regardless of their rank or position in the company.
- creating a culture of caring which means that employees care about each other's well-being as much as they care about their own well-being.

The idea of emotional safety is that people feel comfortable and free to express their emotions, thoughts, and ideas. This is a culture that can be fostered by the company, or it can be something that team must create on their own.

Furthermore, we should also consider how to make an organization a safe place for employees who are not feeling emotionally safe. There are many ways to create an emotionally safe workplace. We can do this by providing training on how to handle difficult conversations, offer counseling services and provide resources for those who need them.

TEAM SUPPORT

A team is only a team if all the individual members work together. Without the mutual team support the team is merely a group of individuals all doing their own thing.

Supporting each other is a vital part of the team and in his letter to the Galatians, the apostle Paul instructed us to support one another by making sure we ***“Carry each other’s burdens, and in this way you will fulfill the law of Christ.”*** (NIV) Galatians chapter 6 verse 2.

Social ties hold the bees in the hive together. The worker bees lick both the larvae and the queen when they are not busy working. The worker bees collect food for everyone in the hive. When worker bees are out collecting food, they pass on messages to tell other bees where to find food by dancing. When returning to the hive from the food source, two kinds of dances may be performed.

If the food is less than 100 meters away the bee performs a dance in which it moves round and round in a tight circle telling the other bees the food is near but not exactly where to find it. If the food is more than 100 meters away, another dance is performed which tells the other bees exactly where the food is.

When you achieve the commitment of the team through the instilling of these commodities of trust, you will find that the team suddenly start

looking out for each other and support one another in all the activities of the team. Their roles intertwine with each other and whatever they do is done to improve the team and get the results that benefits the entire team. This could be each one pulling their fill weight to ensure the team is successful or even be where team members stand in for one another willingly if the other person is not available for whatever reason.

In another display of total commitment, bees will sacrifice their lives for the protect and wellbeing of the hive. They literally commit suicide by using their stings even though it can mean certain death. A wasp has a smooth sting, but a bee has a barbed sting. The sting is designed to mostly be used on insects smaller than the bee where the barbed sting, after use, rips the other insect open when being removed. Humans and animals however have a much tougher skin and when the bee tries to pull the sting out, it gets stuck and then rips the whole abdomen of the bee out thus killing the bee.

When a team displays total commitment, they do not have to give their lives for the team in the literary sense, but the level of commitment should be compared to that.

I would again like to remind you of the African proverb that tells us that as a team we go further and not always faster. When the team is communicating and has a solid relationship, then they become committed to the team and the well-being of the team. This puts them in what Tuckman would have called the performing stage and the team operates as one tight unit.

There is a clear division of labour in the hive, but no bee is forced to work – they do it willingly. The workers ensure that the hive has all the practical resources it needs to perform well. As their age increases so their roles and the complexity of their roles change. The role and function of each type of bee is determined by gender, upbringing and age.

Effective teams should offer the opportunity for individual growth and development and allow people gradually to take on more responsibility and challenging work. Flexibility in teams is a great asset and varied

activities make life in the team more exciting and rewarding. Teams that offer little variety may soon lose their appeal.

Bees have a clear function – producing eggs, caring for the larvae and maintaining the hive in good order. In the same effective teams need a good balance between clear goals and maintaining or building up team members. Team members should benefit from belonging to groups, so team building is vital.

Bees are often hunted by a variety of insects and animals. Having a weak hive encourages these predators to attack and invade the hive which can lead to the hive's collapse and the death of thousands of bees. When the hive is strong enough, they will defend their home and attack any intruder that comes nearby. One bee may not be enough to kill a lizard that is preying on them, but a swarm can cause real damage. When a hive is strong, the bees work with each other as a team with the ultimate goal of protecting their home and defending the hive against any impending danger.

As individuals we often choose to work on our own or function alone. Though this may seem more convenient to us at some point, when you take a chance and allow your team to help you, the results are immeasurable. Many leaders feel that they are responsible for the team results and therefore try to go it alone not tapping into the vast pool of knowledge, skills and expertise of the team collectively.

MUTUAL TRUST



For you to build trust you will have to have the previous four Commodities in place. But you will also have to be authentic as a leader.

The beehive has a structure that is clear and understood by all its members. The bees live together over a long period of time. The bees live close together and work together well. They trust each other that the roles will be performed as allocated. They do not constantly check up on each other, they simply do what they are required to and trust that the other bees in the hive are doing the same.

In Exodus chapter 18 verse 21 God instructs Moses saying ***“Moreover, look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens.”*** (NIV) God is instructing Moses to give power and support to those who are trustworthy and avoid the bribes of others so as to create a situation where there is mutual trust in the team.

Building this mutual trust could take several years for teams to develop

and work well together. They need clear aims which are properly communicated and meaningful relationships for trust to be properly created. They need to work closely together to share and discuss ideas and solutions with all members contributing.

Mutual trust is not something that you can force. It has to be developed. And it is developed by the team members themselves. The steps that are often taken to develop mutual trust in teams are:

1. Establishing a culture of trust through cultural accountability
2. Building trust through actions and practices that develop a collective pride for the team
3. Having a trusting environment that is free from emotional and psychological clutter

Trust is the foundation of any team. It is a necessary condition for team members to succeed. In order to be successful, a team needs to trust one another and the leader. Without trust, teams will become dysfunctional and unable to produce their best work.

Team building techniques are usually used when there is a lack of trust in the team. Building mutual trust not only improves communication but also helps individual members of the team feel more confident about their work and tasks.

There are several other ways that can be taken to develop mutual trust: Establishing an environment that fosters openness, creating an environment where people feel supported, encouraging open communication and feedback, building relationships with other teams, creating a culture where people feel safe taking risks and developing accountability in the workplace through consistent follow-up.

In the workplace, trust is an essential element to a healthy team. It is the foundation that allows creativity and innovation to thrive. But it takes work to build and maintain trust. Trust can be developed in teams through open communication, understanding the strengths of each team member

and providing them with a sense of autonomy, sharing information openly, and having regular check-ins where everyone's progress is discussed.

Building a team is like building a house. In order for it to be successful, you need to know the right foundation to build on. You need to have trust in each other, and you need to have the right tools and resources in place. Trust is at the heart of all successful teams, but it can be hard to build and maintain without some guidance. To help you develop mutual trust with your team you need to build a common understanding of what your team values, build an action plan together and find win-win solutions for you and the team.

Mutual trust is a key element to building a successful team. It can be developed through various techniques. One of the most effective ways is to establish expectations and goals for the team, and then setting up a plan for how to achieve them. These expectations should be communicated in an open, honest way that leaves no room for misunderstanding.

In order to develop mutual trust, it is important to build an environment that focuses on goals and values rather than tasks or processes. This can be done by encouraging the team to focus on what they have in common instead of what sets them apart from each other.

Trust is essential to any team, and it's a key ingredient in the culture of a great team. Trust is about being able to rely on someone for their actions and intentions. It's about knowing that you can be open with them, knowing that they will keep your secrets and not share them with others. This is important because when teams are able to trust each other, they are more likely to collaborate, communicate openly, and work together as a unified team.

CULTURAL ACCOUNTABILITY

If you make your culture an agile one and not so much focusing on the processes being agile, you will gain more trust and buy-in from the team. Creating the agile culture will require lots of communication and dialog that allays the fears the team may have about the work as well as the results

of the outcomes.

Culture is not a process and therefore does not have a start or finish. It is what Simon Sinek would call the infinite game, you do it to stimulate the team experience and not to get to a specific result.

In his letter to the Galatians in chapter 3 verse 28 Paul provides guidance on dealing with cultural diversity and accommodating cultural differences when he tells them that ***“There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.”*** (NIV).

Cultural sensitivity is a necessity in the workplace. It is not just about being aware of different cultures, but to also be accountable for the decisions that have been made based on those cultures. The lack of cultural sensitivity can lead to discrimination and exclusion from opportunities, which can cause mental health issues and a sense of exclusion from society.

Some companies are starting to take steps to make sure that they are culturally accountable by making diversity a priority in their hiring strategies, ensuring their employees are well-trained in multiculturalism, and taking steps towards global expansion to better understand different cultures.

Cultural accountability is a new way of thinking about how we should approach multiculturalism. It is a way of thinking that acknowledges the need for diversity, but also recognizes the cultural differences that exist and what they mean in different contexts.

Cultural accountability is a term that was coined by the United Nations to describe the responsibility of individuals, organizations and societies to promote respect for cultural diversity and human rights. It is a process of recognizing one’s own biases and prejudices, understanding how they are shaped by cultural contexts, and taking responsibility for one’s actions in relation to other cultures.

The idea of cultural accountability is not new. In fact, it has been practiced in many different ways all over the world for centuries. However, with globalization came an increased need for people to understand their own culture as well as other cultures. Despite what some may think, multicultural education is not just about teaching students about different cultures from around the world. It also teaches them how to be culturally sensitive when interacting with others from different backgrounds.

The concept of multiculturalism is the recognition and appreciation of the diversity of cultures. Multicultural education is an educational approach that aims to teach students about the variety of cultures and their histories, languages, art, and values.

Globalization has led to a diversity in cultural awareness.

The need for cultural sensitivity arises when there are people from different backgrounds interacting. Cultural accountability is when one takes responsibility for one's own culture or behavior that may be offensive to another person or group. Cultural sensitivity is a way of understanding the world and its people. Cultural accountability is the responsibility to think about how our culture impacts others. A multicultural education is one that helps us understand the many different cultures in our world and how they interact with one another.

The global expansion of business has led to an increased need for cultural accountability in order to prevent cultural insensitivity, which can lead to conflict or misunderstanding. Diversity in a company means having people from many different backgrounds, races, cultures, genders, religions and sexual orientations.

Cultural accountability requires an understanding of, and acknowledgement of the ways in which a person's culture influences their thoughts, behaviors, and actions. The situation is further complicated by the amount of remote work and work from home taking place across the world. This process starts with an understanding that all cultures are not created equal. Cultural accountability is not about judging or condemning other cultures but rather recognizing that our own cultural backgrounds

shape our worldviews.

Cultural sensitivity is a key component of cultural accountability because it helps us understand how to be culturally accountable to those around us. It also helps us understand when we are being culturally insensitive to others who may have different perspectives from ours on certain topics.

Cultural accountability is the awareness of one's own culture and the cultures of others. It is about understanding that we are all different, but we are all equal at the same time. Cultural sensitivity is a concept that is often misconstrued as being about being nice to people who are different from you. But it's not just about being polite, it's about understanding how your actions affect people from other backgrounds and cultures.

Cultural agility requires that you focus more on the individual team members and let them communicate more with you and each other than you do with them. It requires asking great questions, providing feedback and allowing for differing points of view. All the points dealt with in the first part of Heartfelt Communication.

As the leader you should strive to ensure your behaviours is that which you expect from the team. Do not be afraid to admit your own mistakes and be accountable for your actions. This will prove to the team that you also vulnerable and you also make mistakes, leading them to experience a better sense of psychological safety.

Evaluate the level and quality of the communication regularly to ensure an agile culture.

COLLECTIVE PRIDE

The idea of collective pride cuts across many aspects of the team and may even repeat some of the points I have already mentioned.

Don't lose your energy -- find passion in your work and remain steadfast in your love for the team -- then, you will see success. Follow the advice that Paul gives us in his letter to the Romans in chapter 12 verse 11, where

he tells us - *“Do not be slothful in zeal, be fervent in spirit, serve the Lord.”* (NIV)

Collective pride refers to the team both individually and as a whole being proud to be part of the team. They are proud of the team, and they are also proud of each member of the team.

A strong sense of pride is the backbone of any successful team. It can be cultivated by making sure that everyone is valued, and that they are given opportunities to grow and develop their skills.

The importance of collective team pride cannot be overstated. It is a powerful force that can help a team overcome their struggles, stay motivated, and excel in their work.

Collective team pride is a sense of belonging that people feel when they are a part of a group or team. It is the feeling of being proud to be part of something bigger than oneself, and of working collectively towards a common goal. In today’s world, many people are now working in teams, as opposed to individual jobs. This has led to an increased need for collective team pride in order to cultivate a sense of belonging and teamwork amongst employees.

The idea of collective team pride is a relatively new concept. The goal of the team is to create a sense of pride that is shared by all members of the team. This can be achieved through various activities such as group work and brainstorming sessions. Collective team pride has been shown to have many benefits, such as increased productivity and improved company culture. Collective team pride is a sense of pride that comes from the team as a whole. It is not an individual trait, but it is something that can be cultivated by making sure the team members are feeling valued and appreciated.

We all know how important it is to have a team that is proud of their work. Creating an environment where people feel like they are part of a collective team and that they belong in the organization is key to success.

It starts with changing the way we think about ourselves and our teams. We need to see what we do as something that matters, not just for us but for the whole company.

The importance of team pride is a common thread among many successful organizations. The key to cultivating a strong sense of team pride is making people feel like they are part of something bigger than themselves, and that they are valued by the organization. We should strive to cultivate an atmosphere in which people feel good about themselves and their work. We can do this by showing appreciation for their efforts, and by showing them how their work contributes to the company's success.

In the hive there are three types of bees, the queen, the worker and the drone. Each type has different functions and is adapted for its particular job. The different individuals are accepted and appreciated. Each group in the hive is qualified and experienced and therefore has something to offer to the team. They accept their roles willingly and are proud of the role they play, not complaining or demanding another function.

There is only one queen in each hive. Only in a time when the queen passes would there be another queen, but until then the queen will always be the ruler of the colony. Otherwise, bees will only serve that particular queen, and no one else.

Teams are made up of individuals, and it is their different values, skills and experiences that help the team to work well. Effective teams need a mix of people able to work together.

The expectations are very clear in the hive. The drones are expected to fertilise the queen, the queen is expected to lay eggs and the workers are expected to maintain the hive.

Teams will not progress if expectations are not clear. Members must understand and be clear about their role and what is expected from them to reduce the risk of conflict and misunderstanding. Individuals should accept their roles and be proud of their role.

ELIMINATE CLUTTER

Clutter refers to all the unnecessary things in the team. It could be that you are using archaic systems or equipment – get rid of it and get more up-to-date equipment. It could refer to old ways of doing things and not allowing for fresh new ideas and ways of achieving the objectives – change to keep up with the times. Clutter in the team could also be emotional and psychological clutter that is preventing the team from moving forward successfully.

In Paul's first letter to the Corinthians in 1 Corinthians chapter 14 and verse 33, he warns us that eliminating clutter in our lives and workplaces is important, ***“for God is not the author of confusion, but of peace, as it is in all churches of the saints.”*** (NIV). Eliminating clutter brings harmony to the team and the workplace and is a vital part of leading successfully.

Clutter is defined as ***“a collection of objects that have no use or meaning”***. It is a problem that is not just confined to your home but also affects the workplace. When there are too many visual cues in an office environment, it leads to mental clutter. This mental cluttering can lead to stress and anxiety at work and can also affect productivity levels.

During the winter when food is scarce, the worker bees drive the drones from the hive to preserve food and supplies. If they kept the drones around, chances are they would not be able to survive the winter due to lack of food.

Sometimes we have a bad habit of remaining friends or close contact with people we shouldn't. We tolerate having close relationships with people that are draining our energy and killing our spirit, this is equally true for individuals and teams. We pursue these negative relationships to the point where it becomes unhealthy for us and in many cases the negative impact these people have cannot always be seen first-hand. You sometimes may have to rid the team of ***“corporate terrorists.”***

A professional speaker and best-selling author friend of mine, Elias

Kanaris, speaks on “*Corporate Terrorism*” which he explains are those members of your team that are toxic and unengaged who try to sabotage you, your objectives and your team by attempting to win other team members over to their “*cause.*” At times you need to rid yourself of these people to move forward with the team.

Taking a lesson from the bees we will see that because bees (except the queen) only live for 6 – 8 weeks, whenever they reach the end of their lives, the bees will leave the hive and fly until they drop to the ground dead. She will sense that her end is near and will then remove herself from the hive. They do this so as not to create extra burden on the other bees by having to still remove corpses from the hive. In a normal hive up to 1000 bees die per day but the queen can lay up to 2000 eggs per day.

It’s easy to let clutter pile up in workspaces. But working in a cluttered environment can be distracting, and it can make you feel overwhelmed. You may even find yourself spending more time cleaning than you would like.

This is where decluttering comes into play. Decluttering is a process that removes the clutter from your life so that you can focus on what really matters to you. It also helps to increase work-life balance by giving you more time to do the things that are important to you, like spending time with your family or taking care of yourself.

Make sure that your work area has enough space for everything that needs to be there. Have an organized system for where items go when they are not being used. Keep only items around which are necessary and useful. Clear out old files and paperwork. Purge relationships which no longer serve a purpose.

Physical clutter is when you have too much stuff around your office or workplace, and it becomes difficult to find what you are looking for. Emotional clutter is when you have a lot of negative thoughts in your head, like worries, anxieties, anger, and frustration. Emotional clutter is a term that is used to describe the negative feelings that people have and

the negative thoughts they think.

Emotional clutter is an enormous problem for many people in the workplace. It can be difficult to stay organized and productive when you're constantly being distracted by thoughts of what you need to do or buy. It's important to take some time every day and organize your workspace, but it's also important to take some time every day and organize your mind.

Emotional clutter is different than emotional intelligence. Emotional intelligence is being able to identify and understand your own emotions as well as the emotions of others in order to facilitate better communication and decision-making. The ability to process these emotions also helps with an individual's self-esteem, self-confidence, and stress levels. Emotional clutter is the accumulation of emotions that can make it difficult to think clearly and perform well. It is not limited to just one person but can be a team environment where people are not communicating their emotions or how they feel about a situation.

Eliminating clutter from the workplace is a process that requires time and effort. However, it is worth it in the end. The benefits of decluttering are numerous, and they include improved productivity, reduced stress levels, and an increase in work-life balance.

The workplace has become a battleground for who can be the most productive, and this has led to a lot of psychological clutter. We need to understand the psychological impact of clutter in order to minimize it.

Clutter is the physical manifestation of mental clutter, and it can have a negative impact on our productivity. Research has shown that an environment cluttered with objects can make us feel less creative, less focused and more anxious. The psychological impact of clutter is a hot topic in workplace design psychology. The key to minimizing visual cues is to reduce the amount of clutter in one's work environment.

In order to address this issue, we should focus on minimizing visual cues in the workplace design psychology. This will allow workers to focus better

on their tasks and finish them faster, leading them to feel less stressed out at work.

The workplace is full of clutter. It is often difficult to focus on work when your desk is cluttered with papers, notebooks, and other objects that are unnecessary. Some people even say that they cannot work at all if their desk is cluttered because it creates anxiety and stress. The good news is that there are many ways to declutter your workspace so you can have more peace of mind as well as an improved work-life balance.

Working in an office can be a stressful experience. The clutter that surrounds you is not only distracting, but it also has a negative effect on your work performance. The time and effort that goes into decluttering your workspace is worth it. You can clear the clutter and have more up-to-date equipment to help you with your tasks. You will also have fresh new ideas to help solve problems for your company.

Many people are starting to realize that clutter in the workplace can be a major distraction. In order to eliminate this distraction, it is important to have up-to-date equipment and fresh new ideas. Technology is a major player in this area because it has made it easier for people to stay organized and focused on their work.

Updating your workplace is an important step towards innovation. The workplace is where you spend a lot of your time, so it should reflect your needs and preferences. In order to keep up with the latest trends, you need to constantly update the equipment and tools that are used in the workplace. This will not only help you stay up to date with new ideas, but also provide a fresh environment for those who visit your office.

There is nothing more frustrating than being in the middle of a project and realizing that you don't have the physical or emotional resources you need to complete it. The workplace clutter can cause a lot of stress and frustration. It can also be detrimental to productivity levels.

Eliminating workplace clutter is an important step in making sure that

your employees are happy and productive. There are many different ways to do this, but the most common way is by getting rid of old equipment and replacing it with up-to-date technology.

The first step to decluttering your workplace is to identify what needs to go. This can be done by looking at the things around you and asking yourself if they are necessary for your current task or if they are just taking up space. Once you have identified what needs to be removed, consider where it should go instead. It may be helpful to create a list of all items that need to be removed before starting this process so that you know what goes where afterward.

Leaders too may be bringing the team down and causing a negative impact. A great relational leader will know when it is time to hand over the reins to the successor that has been successfully mentored and groomed for the leadership position and step away to allow the team to grow further.

Stepping back or down is not a sign of weakness or resignation, it is in fact a sign of strength and commitment to the team.

SWEET RESULTS



If you build these Commodities of Trust, you will future forward your teams and your teams will be able to perform with very little leading from you.

We could all probably take a lesson on working in harmony with others from bees. Bees collectively contribute to the success of the hive and ensure the results that make for a healthy hive

They keep each other warm and cool. When it gets cold enough, bees make a cluster like a ball, and the inside is very warm. Individual bees rotate in and out of the center of the cluster and they take turns on the outside being chilly. In the same way, if it's too hot, they will all start fanning to get rid of the hot air inside the hive.

In the book of Psalm in chapter 37 verse 5, David is offering advice on how we should go about making sure whatever we do is successful, and he tells us to ***“Commit your way to the LORD; trust in him and he will do this,”*** (NIV)

The success of a team is not only determined by their individual contributions but also their ability to work together. There are many aspects that make up a good team and it is important for each team member to be aware of these aspects in order to help foster the success of the team.

A team is a group of people who work together to achieve a common goal. A successful team is one that has members who are committed to the same goal, share information and work together towards their common goal. The success of a team depends on how well they communicate with each other. They must be able to share information and opinions openly and honestly, without fear of being judged or ridiculed.

In order to have a successful team, you need to have a good balance of skills. You should be able to work together and communicate with each other. A successful team must have the same goals and common interests. The success of your team is dependent on the level of collaboration and communication that you have with each other. Team success is the result of collaboration and communication. It can be achieved through understanding team members' strengths and weaknesses, as well as working on common goals.

Team productivity is a measure of the efficiency with which a team works together to complete tasks. Team productivity can be increased by focusing on areas where the team excels, such as creativity or efficiency, rather than areas that are less strong for the team. Working harmony is an essential part of any successful business organization. To achieve this, it is important to have common goals and share information freely among all members of the team.

The importance of teamwork cannot be understated in today's society where everything relies on cooperation and joint effort to make things happen smoothly. If you want your company to succeed, then you need to make sure that you have a good group of people working together in harmony towards achieving your company's goals

Bees are constantly in communication and sharing where the food is — they don't keep information like that to themselves. When they find nectar sources, they come back into the colony and do a dance that tells the other bees the direction of the food, what the food is and how long it's going to take to get there, or if there's a problem, they can sound an alarm. They bathe each other, so when a bee accidentally gets covered in honey, they will get cleaned off pretty efficiently by other worker bees. This attention to hygiene also helps them to smell if something is wrong with baby bees and to remove dead bodies from the hive before they cause disease or other problems.

Nurse bees feed the young or look after sick bees. If they care for sick bees, they never do any other jobs because they could be contaminated. So, while other bees go on to do other jobs, nurse bees, because of the danger of contamination, remain nurse bees and do not progress to other jobs.

Like humans, bees are incredibly social creatures, who will protect the ones they love and will work together for common goals. It's worth remembering that we can learn plenty from them.

INSPIRED PRODUCTIVITY

Your teams will be inspired and engaged. Inspired is not the same as motivated, Motivation means that they will do what you require them to do because they know there is some form of reward at the end. They are only doing it because there is something in it for them, a bonus or a raise or maybe a promotion. Being inspired on the other hand means that the team are not only eager to do what is required but they actually want to do and enjoy doing it.

The writer of the book of Hebrews chapter 10 and verses 24 to 25 tells us -- *“And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.”* (NIV)

He is saying that we should spur one another one to achieve the productivity

and success needed in the team by inspiring the team members.

Bee colonies live in hives with clear social organisation. Each hive has three types of bees, and each type of bee has a distinct function or job. The queen is responsible for laying eggs, the male drones for fertilising them, and the female workers for gathering food and caring for the hive.

Each type of bee is adapted for its work. The workers change their duties as their age increases. They start by feeding the larvae; then they ventilate and cool the hive by fanning it with their wings; then they clean the hive and finally they leave on food-collecting expeditions. Bees of different ages carry out all these varied tasks at any one time.

Drones are solely responsible for fertilising the new virgin queen bee. As soon as the drone has mated with the new queen, he dies having fulfilled his function. Once a queen has been fertilized by several drones, she will remain fertilized her entire life.

The queen lays the eggs and determines the gender of the bee before she lays the egg. She evaluated the number of types of bees in the hive and can control the drone and worker population by deciding whether she wants to lay a male or female egg.

If she sees there is a need for more worker bees, then she will fertilize the egg from a compartment in her abdomen that contains the spermatozoa that she received when the drones mated with her. This will ensure the egg hatches as a female worker bee. Should she determine there is a shortage of male drones, then she will lay the egg without fertilizing it to ensure the egg hatches as a male drone.

When the team is inspired, they automatically become more engaged.

The significant difference between being inspired and being motivated is this:

- A team that is motivated will do what you require of them because

they are expecting some form of reward or recognition when they successfully complete the task at hand,

- A team that is inspired will do what is required of them without having been told to do so constantly and they will not expect anything in return, they will simply do the task because they want to. Teams that are inspired will do what you require of them simply because they want to and there does not need to be any reward. They do it because they feel it is the right thing to do. They believe in your cause, and they want to be associated with it.

Successful teams are fun to be part of. Members get a lot of satisfaction by being part of the team and may openly express excitement, enthusiasm and enjoyment while carrying out their roles and tasks.

SELF-REGULATION

Furthermore, your teams will self-regulate. What I mean by that is that when things are not going according to plan in the team or one of the team is not pulling their weight, the other team members will sort the issue out without you having to take any action. They will do it because they are inspired and engaged, and the success of the team is important to them.

When, for any reason the hive needs a new queen; extra royal jelly is fed to chosen larvae in the cells. The first young queen to emerge from the pupa destroys all other developing queens in the cells, then sets out on her mating flight after five to twelve days. After mating the young queen has much to do. With her eggs fertile, she must return swiftly to the hive. The old queen will have left with a swarm beforehand. The new queen, closely surrounded by worker bees who feed and groom her, can lay up to one egg every minute.

In Galatians chapter 6 verse 1, Paul tells us -- ***“Brothers and sisters, if someone is caught in a sin, you who live by the Spirit should restore that person gently. But watch yourselves, or you also may be tempted.”*** (NIV) He is teaching us that we should address the issues and problems that arise in the team but that we should handle it ourselves without

having to be prompted and instructed by the leader.

Nobody needs to instruct the bees what to do, they all know and accept their roles and they just get to it and ensure it gets done. The old queen also does not hang onto her role but instead, when she knows she has served her purpose, and leaves of her own accord.

Self-regulated teams are a new trend in the workplace. They are more of a self-directed team, where each member has the responsibility and power to make decisions. The team members feel inspired and engaged with their work, they have pride in what they do, and they can be developed into the next generation leaders. Self-regulated teams are a new way of working. They are teams that have the freedom to work in whichever way they want, as long as they produce results. This type of team is a **“next generation leader,”** with the ability to self-direct and self-manage themselves. This autonomy gives them the pride of having been successful and inspires them to do even more for their company.

The aim of self-regulating teams is not only to have an engaged workforce, but also an inspired one. These teams are better equipped to deal with change because they can be flexible and adaptable, in comparison to traditional teams which often feel more threatened by change because they don't have this same level of autonomy or control over their work environment. With self-regulated teams, people don't feel like they're being watched over constantly. This allows them to be creative and come up with new ideas on their own without fear of being judged or reprimanded for it.

Self-directed teams are a great way to achieve success. They are also more efficient and productive than traditional, hierarchical teams. The key to success is the motivation of the team members, which is achieved by an inspiring environment and self-regulation. The next generation of leaders will come from self-regulated teams that are motivated by pride in their work and the feeling of being successful.

In order to have a successful team, one needs to have a great leader.

However, this is not always the case. Sometimes the leader is not as good as they should be and they might not be able to lead their team in the right direction.

Self-regulated teams are becoming more popular because it gives the responsibility of leadership to every member of the team rather than just one person. This way, everyone feels like they are a key part of the process and has an impact on what happens next.

Self-directed teams and self-regulated teams are the next generation of leadership. The employees feel that they are more engaged and are more likely to be inspired when their ideas are taken into account, and they have a chance to take ownership of their work.

If the team does well then, each individual will feel the pride of having been successful. Therefore, the team will police their own actions to ensure everyone is pulling their weight and not acting in a way that will be detrimental for the team. The role of any leader is to groom the next leader to take over when it's time for them to move on.

CAPITAL GAINS

Teams that trust their leaders and have a close relationship with the leader are more engaged and inspired. These teams that are inspired and engaged produce higher results.

We all know that bees are the most industrious species on the planet. They never remain idle for a single moment and work in an organized fashion. Their hard work helps pollinate plants in order for humans to have food grow and also procures honey, wax and royal jelly used for feeding the queen.

In his second letter to Timothy whom he was mentoring to take over from him, tells Timothy in 2 Timothy chapter 4 verse 7, ***“I have fought the good fight, I have finished the race, I have kept the faith.”*** (NIV) Paul is teaching us that hard work, dedication, and staying true to your vision and values pays off in the end. If you build these Commodities of Trust and

you persevere with your team, you will be rewarded — you can be sure of it.

As leaders we can take many lessons from bees, as has already been discussed previously, on how to work as a unified team and generate excellent results.

Capital gains are one of the most important reasons for company growth. They can be defined as the increase in value of an asset or investment over time. The key to capital gains is engagement and inspiration. It is a leader's responsibility to engage and inspire their team in order to create a trust relationship. This will lead to higher productivity and more capital gains for the company.

A team that is engaged and inspired by their leader will work at a higher productivity level than one that is disengaged. This is because they have a higher trust relationship with the leader and feel more comfortable in sharing their thoughts.

Capital gains are one of the most important factors when it comes to motivating and engaging a team. When a leader has trust in their team, they will be more engaged and inspired to work harder. The higher the productivity, the more capital gains a company will have. It is important to have a team that is engaged and inspired. When the team has a trust relationship with the leader, they are more productive and motivated. This type of environment creates an atmosphere where employees are happy and feel valued.

The first step to creating a more engaged and inspired team is to create a trusting relationship with the leader. The relationship should be based on complete transparency and honesty. The leader should also be open to new ideas and suggestions from the team. A higher productivity is achieved when the team has a clear understanding of their tasks and responsibilities.

A study by the University of Notre Dame found that when employees

are engaged in their work, they are more productive and motivated. The study also found that when employees feel a connection to their leader, they are more likely to be engaged in their work.

In the modern workplace, people are often disengaged and uninspired. They don't trust their leaders and they don't feel like they belong to the company. As a result, they have lower productivity, and they are less engaged with the work that they do, but when people have a sense of trust in their leader, when they are engaged with their work and when there is a sense of belonging at the workplace - these three factors can lead to higher productivity for an individual.

The capital gains that are achieved through building Commodities of Trust and having inspired teams are many. The gains could be financial due to increased productivity which will lead to bigger margin and profits and also reduced costs due to efficient working practices of the team. The capital could refer to human capital and the gains could be seen in the lack of conflict, the reduced absenteeism and a reduction in medical and other costs related to human resources.

The cost of not having their trust on the other hand is going to be little or no engagement, no commitment to the objectives and this could lead to amongst other things absenteeism, conflict or even dishonestly. The biggest cost of not having trust is poor results.

In the hive, drones and worker bees eat honey but the queen and her babies eat royal jelly that is specially prepared for them. The worker bees only reserve the best of their products for her. In terms of team effort, we are successful when we give our best. Our time, effort, words, praise, and compassion, if given in its best, will serve a great purpose and build a successful team.

As mentioned, worker bees provide for the hive. They clean, make hone, feed the queen, nurse the young, etc. They literally live to serve their queen, and the queen after her. This is how their system works and it is efficient.

CONCLUSION



It has been said that except for man, nowhere in the world is there anything to compare with the incredible efficiency of the industry of the honeybee. Inside the beehive each bee has a special job to do and the whole process runs smoothly without any issues or problems.

So, as you can see, **TRUST** is in fact a commodity. A commodity that is very precious that you must treasure dearly.

Six simple steps that once implemented will supercharge your teams and give you as the leader the peace of mind that your teams are inspired and engaged.

Heartfelt communication that gets the employees talking as well. Being sincere with your communication and listening to the team. Your body language and facial expressions will be important.

Building meaningful relationships as a result of setting up the communication channels and ensuring you are yourself and that you resolve conflict effectively and quickly. Also be prepared to get feedback

from your team and accept their feedback as constructive.

Getting your team's commitment by setting them clear and realistic goals and involving them in the decision-making process especially when it comes to goal setting. Remember to also support any good performances. Be accountable as a leader and accept the responsibility for your actions as well as those of the team.

Build trust by being authentic as a leader and showing your true colours. Have integrity and be the same person no matter what the situation.

Even though individual bees are small, by behaving as a single organism and working towards a common goal means that great things can be achieved together. Engaged team members thrive on autonomy and being allowed to think independently within a set of boundaries.

Visit them, talk to them, inspire and encourage them. Too often leaders put their own importance above that of the team to the detriment of the team. ***Leaders that build Commodities of Trust should be self-sacrificing, not self-serving.***

Enjoy the results that will come because you have created these Commodities of Trust that will result in your teams being inspired, engaged and fully committed to the objectives of the team and you as the leader.

We are going through a period that has been termed the “***Great Resignation***” or the “***Great Quit***” where employees are resigning voluntarily en masse. They are unhappy and the following are some of the reasons provided for their leaving:

- They feel under-appreciated and overworked.
- They have had enough of the poor working conditions they are subjected to and they feel that their workplaces have a toxic culture.
- Some have claimed that they are burnt out.
- Many also feel that they do not enjoy the same level of job security as prior to the pandemic

- Their managers to way too much pressure on them to produce results and they feel it is because the managers do not constantly see them and hence think they are not working.

Another tendency that has raised its head is the concept of ***Constructive Dismissals***. This occurs when the leader or the organization makes the workplace and work situation so unbearable that the employee resigns of their own accord due to the horrid conditions. This definitely not someone that is building Commodities of Trust and ultimately morale, inspiration, relationships, team pride and trust in the leader will be at its lowest point.

Apply these Commodities of Trust as discussed in this book and you will go a long way as a leader to develop better leadership skills, but most you will be in a better position to build a relationship with your team and mostly likely ensure they stay.

RESOURCES



The following resources are available free of charge for you to access and utilize to build high-performing teams.

Simply click the links and access these them. Should you wish to discuss the results or get hold of other helpful resources feel free to contact Rowan directly at the contact details below.

1. *Trust Calculator*

The Trust Calculator is an online tool that will assist you as the leader to determine the level of trust your team has in you as their leader. The Trust Calculator is in the form of a short quiz consisting of 10 simple questions. Once you have completed the quiz, you will receive the results via email. Download the Trust Calculator link here <https://bit.ly/calc-trust>

2. *Leadership Profile Tool*

Each of us as a leader has a specific style of leading. No two leaders lead in exactly the same way. The Leadership Profile tool was designed to allow you as the leader to determine your dominant leadership style. It allows you to identify how you lead and provides you with the benefits of that leadership style as well

as some possible drawbacks of that particular style. These help you to improve your individual leadership style. Download link for the Leadership Profile here [**https://www.rowanvandyk.com/leadership-profiling-tool**](https://www.rowanvandyk.com/leadership-profiling-tool)

3. 6 x 3 Hive Blueprint

This blueprint is in the format of a questionnaire that helps you identify the strengths in your team as well as the areas that need a bit of work but are not a major problem and also those areas where you are struggling as a leader and a team and that really need some serious attention. This E-Book forms the basis of the blueprint's content. The blueprint is in the form of a Pdf downloadable document. Download the blueprint here [**https://rowanvandyk.com/6X3-blueprint**](https://rowanvandyk.com/6X3-blueprint)

You are free to set a 15-minute no obligation call via the link provided to discuss your results and have any questions you may have answered at <https://calendly.com/rowan-van-dyk/15min>

ABOUT THE AUTHOR



Dr Rowan van Dyk holds a Doctorate in Business Administration and is an authority on Relational Leadership. Dr van Dyk has over 30 years' experience in the field of management consulting and leadership training. Rowan is the author of several leadership books as well as several e-books and helped establish the principles of The Relational Leader Matrix, Leader-Rings, The Leadership Formula, The Leadership Flag and the Core of the Cabbage™. Dr van Dyk is a Distinguished Toastmaster (DTM) and is part of Toastmasters International and he is a member of the Professional Speakers Association of Southern Africa which form part of the Global Speakers Federation.

As the founder and CEO of DNL Training, he was voted the best training provider in both Namibia and SADC in 2015 and 2018. DNL Training was also awarded the Best Online Training Solutions Consultancy for 2020 - Southern Africa at the 2020 African Excellence Awards hosted by MEA Markets. Rowan is a successful business owner having started his first business in 2000 which he later sold and has since started new Training facilities in Namibia and South Africa.

Rowan has authored 15 books to date of which the last two books went to #1 Best-Seller status on Amazon.

As an experienced Leadership trainer and coach, Rowan has helped many leaders realize their full potential as leaders and create teams that are engaged and trusting of the leader the using Rowan's formula of Heartfelt Communication, Meaningful Relationships and Commodities of Trust.

Among some of the other achievements he has acquired Rowan:

- Is the Technical Author for NTA (Namibia Training Authority) responsible for developing qualifications and training programmes for Retail and Wholesale sector of Namibia
- Has over 15 years' experience in designing and developing training manuals for various clients
- Has over 18 years' experience in Management Consulting and SMME development
- Is the founder and CEO of DNL Training Namibia and DNL Training in SA.
- Has worked with large companies implementing turnaround strategies and consulting on leadership and team related issues.
- Has trained managers and supervisors to become better leaders for several organisations
- Rowan is a sought-after keynote speaker internationally on the topic of Relational Leadership
- Is a member of the Circle of Excellence an affiliate of the Worldwide Business Intelligence network.
- Has developed the Trust Calculator™ , an instrument that allows leaders to immediately identify their strengths and challenges as a leader.

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