Organizational Behaviors Inspired From The Wilderness

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CONCEPT

It has always been said that man and nature are two separate entities, this is a misconception since man thought that he was above the eco system and could rule over nature with his abilities. But the fact remains that man is a part of nature in terms of being more than that. Although he has made some ground-breaking innovations and has exploited nature to its limits to benefit his needs. He has evolved into a being that has developed cultures, built cities, made technological advancements. But many have argued that the survival instinct and the ability to have such advancements and ideas implemented in his day to day life is derived from the nature and its wilderness itself.

Let us consider how human beings have built this world in terms of business and commerce, it has a lot of planning, structuring and maintaining organizations. These organizations have varied levels in terms of hierarchy in order to keep the wheels turning and to ensure the ultimate goal of growth and profitability. Organizations are a group of certain entities who collaborate, innovate, decide, manage a large or small number of employees under them, based on the size and type of the organization itself. There are ways how people behave though they are from the same species, it depends on the ambiance, the work environment and how they are treated as an individual.

Organizational culture can take many forms, Hierarchy, Market, Adhocracy and Clan. Their functionalities vary drastically whilst working towards a positive effect and profit for itself. I would like to point out on a few animalistic traits or practices which is inspired for the basic idea of each of the organization. I shall point out the striking similarities of the way each function in terms of behaviors with an example from the wilderness.

Clan

- Solely focuses on employees and operates like an extended family who strive for a common goal and shared values.
- We can compare it to the bees where the queen and its worker bees, all strive to work towards a single point agenda and there by reaping growth and benefits
- All are treated as equals and they report to one higher individual (Queen Bee) who takes care and keeps them under control.
- A worker bee is robust and is committed to not get away from it usual routine, will be killed at the first sight of it trying to fight the queen bee. There by it is loyal to the queen bee. Likewise, the employees in these organizations are hesitant to voice out opinions owing to such thoughts of being ousted from the company for speaking up or speaking against.

Market

- A result based organization where the people are extremely competitive, they focus on getting the work done in any possible way. They work alone and will not hesitate to sabotage anyone’s reputation and name to keep them afloat and to be recognized.
- A cackle of hyenas exhibit the same characteristics. At times it wanders away from the group and has squabbles with its own group members to keep itself on top of the race.
- They keep track of their rival activities and any damage that they can avoid. A hyena is always on the look-out for its rivals more than its prey.
- At the sight of a better opportunity, the entities shift companies not adhering to loyalty. Similarly, a hyena shifts and joins different group at the sight of a better survival chances with the new group.
- The Lion King – Shows the collaboration and the friendship between the hyenas and the villainous lion Scar. It might be a classic Disney cartoon story, but that remains a fact.

Adhocracy

- Work environment is friendly, they work in groups, are not under strict scrutiny, employees have the leverage and freedom to work on desired projects and be creative at the same time.
- Can be compared to a parade of elephants. With brains larger than any land animal, they are smart, brainy and are very intelligent. Just like the employees working in such companies.
- They have a bonding exercise through innovation and creativity and the leaders in the group are the most innovative with a vision to tackle any obstacle which obstructs their path with a creative and an easy way.
- They rely on surprise elements, they create higher standards, and they find continuous improvements and creative solutions.

Hierarchy

- The most organized and structured work environment, followed by strict set of rules.
- The pack of wolves have the most organized hierarchy in the wilderness. Leading the pack is an Alpha wolf.
- Organization have the top layer members who act as Alpha wolves and take big decisions for the group as a whole.
- When the wolves go out to hunt, the Alpha group stays in the middle and has a selected group of a subordinate wolves which take the first charge of attacking, older and weaker lot of wolves stay behind the Alpha group.
- Similarly the organization enacts and makes drastic changes with the group subordinate to the main single (group) entity, and the entities below the first order of subordinates stay behind and are kept without giving much information about any big wheels turning within the organization.
- The old and the weakened wolves are let go off the group, just like the employees who slack off or who are not contributing to the development will be eventually given a pink slip and be ousted.

Conclusion

In the course of evolution, mankind has evolved to emerge as the penultimate species on earth. With advanced technology and with a mannered lifestyle, he has formed his own course of life by thinking that he is far superior other species. From, learning complex architectural ideas from art hicks to pioneering aerodynamics by studying various birds in nature and other forms of species. It has been helping man incorporate a lot of ideas from nature and wilderness into many fields in today’s world. And one such important thing that this poster gave a brief about is the organizational structures in the corporate world. This is just a basic and a brief idea linking various type of organizations to certain groups of animals and their traits in the wilderness. There is a huge scope for future studies and research with this topic.

References


I got mad skillz

Clan

Market

Adhocracy

Hierarchy