

# VERNON CRESSWELL

## *Natural Teamwork Lessons from Nature*

### From Bushveld to Boardroom

#### A NEW BROOM SWEEPS CLEAN

On a recent trip with some speaking colleagues to the bush we were strongly reminded of the importance of having "new blood" in our teams....

While taking a breather from some truly remarkable sightings we came across a herd of impala. There was only 1 male in the herd and about 30 females! You can imagine the banter on the vehicle - how "lucky" this single ram was to have so many females at his disposal!

In fact, at the start of May every year impala experience their "rutting" or mating season. Males collect females into temporary "harems" and vigorously defend their territories. They look after these females and mate with them. However, due to all the energy used to protect, defend and mate, they lose condition fairly quickly and after about 2 weeks are kicked out of the herd by a stronger and sometimes slightly younger ram. It is then the new ram that assumes the position of "king of the castle" and he then defends and mates with the females. Every 2 weeks or so a new male challenges the existing ram and usually succeeds in taking over the herd for a while.



*A male impala looking after his herd (harem) of females during the rutting season. He will defend his territory and vigorously defend the females in his harem.*

Incredibly, this "rotation" that happens during the rutting season is in fact nature's way of keeping the gene pool strong. No one ram is afforded the opportunity of dominating the herd indefinitely - different rams all have the chance to assume their "position" at some stage during the mating season. And it is this "rotation" that ensures their gene pool remains as strong as it is!

We are often confronted with new "leaders" or "managers" in our everyday lives. I believe, within reason, it can be a very healthy situation to have new blood in our teams... Imagine a situation (I'm sure you can think of examples!) where one person continues to exert their influence and dominance in the team? Sure, there are instances where the manager or leader is very good and needs to stay in control. But there are numerous instances I know of where a "rotation" in leadership is just the right medicine for the team!



*2 male impala fighting for dominance of a harem .*

Strong and successful teams usually have good rotational strategies built into their system. Never assume a role and think it is good and well for the team (it may be for you though!) that you remain in this comfort space too long. We need to challenge ourselves. We need to understand the importance of preserving the gene pool of our respective teams!

Be ready to rotate...

**BOOK VERNON CRESSWELL TODAY!** ♦

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EXCITING BOOK ♦

### NATURAL TEAMWORK

ATTAIN BUSINESS SUCCESS

*using lessons from nature*



Vernon is the author of a truly remarkable book entitled "Natural Teamwork" which contains many wonderful examples of teamwork in nature - supported with beautiful colour pictures to illustrate each example. The book is an ideal corporate gift or handout at his talk or workshop

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#### DID YOU KNOW?

Many people think that the pink "markings" we sometimes see on a hippo's body is blood. This pinkish fluid is not blood. A hippo does not have sweaty or fat glands - rather unique glands that exude a red pigment which helps cool the animal down and protect it from the sun and other infections.

A hippo can remain submerged for about 10 minutes - blowing the remaining air out of its lungs when surfacing - making a loud noise.

They leave the comfort of water at night to forage.



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