

The rise of the stationary Queen Bee



Do you have a Queen Bee in your midst? Do they relish in being Queen Bee but subtly hinder or remove fellow Queen Bees and don't really help the Princess Bees? Are they creating an environment where only they thrive?

Queen Bees are supposed to swarm. Swarming is when the Queen Bee purposely leaves their current hive and seeks new pastures. Swarming is an essential part of the bee life cycle; it promotes population growth and more importantly provides space for the new and necessary next generation of Queens.

When swarming doesn't happen the populations get overcrowded, diversity declines and the worker bees may turn on her.

The proportion of women in leadership roles is sharply declining, and women are increasingly less likely to be invited to the leadership table. This is giving rise to the stationary Queen Bee. When the roles available to women are limited, the reigning Queens are subtly removing the other queens and stifling the next generation. The current work culture is all about self-preservation at all costs. Collaboration and teaming are seen as weakness and penalised. Rather than seeing the opportunity and working with each other's strengths, removal of the threat is preferred option.

It should be said that any woman who has succeeded in getting to senior roles, should be applauded and their achievements recognised. It's incredibly hard in the first place, without the added nonsense of peer jealousy.

Are these dynamics affecting you, or are you in fact the Queen Bee and want to change some of these behaviours? Executive Coaching can help with recognising these behaviours and creating actionable plans to combat them.

This International Women's month, reach out and support and uplift your fellow Queen Bees!

Get in touch to find out how LoGho Executive Coaching can help you define and own your path.

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