



Dynamic Ecosystems

How natural ecosystems operate and how they translate into business environments

Desert
Old Growth Forest
Tundra
Mountain
Rainforest
Grassland
Garden



Desert

Ecological circumstances

- **Characteristics**
 - The desert has a soil layer that can be sandy, gravelly, or stony, depending on the type of desert.
- **Climate**
 - Very little rain, resulting in a dry climate
- **Plants and animals**
 - Cacti have enlarged stems to store water and spines to protect these water reserves
 - Animals such as the black-tailed jackrabbit have extra-long ears that help transfer excess heat from their body into the air.



Business circumstances

- **characteristics**
 - Hard to navigate
 - A lot of burnout
 - Role ambiguity at many levels
- **Climate**
 - Low sales
 - Goals are not being met
- **People**
 - Employees try to hang on to current prospects for fear of not getting new ones
 - Many employees feel they have to find for themselves

Old Growth Forest

Ecological Circumstances

- Characteristics**

- The forest is a place where there is a large number of trees
- Diverse in flora and fauna

- Climate**

- The temperature of forests can vary throughout the year due to distinct seasons.
- Abundant precipitation lends to fertile soil

- Plants and animals**

- Plants and animals adapt to the seasons
- Maple, oak, and birch trees are green with leaves in the warm months and bare in the cold months
- Deer Squirrels and bears either hibernate or move to find food and water when it is scarce

Business Circumstances

- Characteristics**

- A multi-generational business
- Large corporation
- ‘This is how we’ve always done things’

- Climate**

- Hard to move in
- Decision-making is slow and bureaucratized

- People**

- Employees rely on the relationship of who they report to as ‘too far away’
- Top-down leadership model

Tundra

Ecological Circumstances

- **characteristics**

- the tundra is a cold, frozen landscape
- cold and dry regions
- Tundra soil is also scarce in many of the nutrients that plants need to grow.

- **Climate**

- Ten inches of precipitation annually means these areas are also considered deserts.
- long, cold winters with high winds and average temperatures below freezing for six to ten months of the year.

- **Plants and animals**

- Plants and animals have to adapt to harsh weather
- Tundras are largely treeless, Instead, the tundra has low-to-ground vegetation consisting.
- Tundra wildlife includes small and large mammals; these animals build up stores of fat to sustain and insulate them through the winter.



Business Circumstances

- **characteristics**

- Second generation business
- The first generation built it to thrive in the second generation
- Leadership did not earn what they inherited

- **Climate**

- No balance in strategic growth
- Potential to lose agility

- **People**

- Second generation over utilize the resources
- Many people may have left due to no buy in
- Some stay due to loyalty and hope for the next generation



Mountain

Ecological Circumstances

- **Characteristic**

- Tropical at the base, snow, and ice at the peak.
- These complex and diverse eco-regions are interconnected: an ecological threat to one is ultimately a threat to many.
- Different climates, plants and animals can be found at different altitudes.

- **Climate**

- Cold winters and mild summers allow plant growth
- Forests are protected in some areas from harsh monsoon conditions by surrounding mountain ranges.
- Other areas get high precipitation

- **Plants and animals**

- Rhododendron plants cover the lower shrublands, while the alpine meadows host a range of flora in the warmer months
- Animals include the snow leopard, musk deer, pikas, bears, monkeys and various birds

Business Circumstances

- **Characteristic**

- Government-funded organizations
- Run by leaders who do not see day to day operations

- **Climate**

- Innovation is essential if not mandatory
- Higher compensation the longer you stay

- **People**

- People spend insurmountable time climbing
- People look forward to leaving (pension or retirement)
- People rarely move away horizontally only vertically

Rainforest

Ecological Circumstances

- **characteristics**

- A rainforest is an area of tall, mostly evergreen
- Rainforests are likely Earth's oldest living ecosystems
- On every continent except Antarctica

- **Climate**

- High rainfall most of the year

- **Plants and animals**

- Half of the world's plants and animals live here
- Extremely dense flora and fauna
- Birds live in the top layer, and monkeys are found in the middle layer. and large cats, elephants, reptiles, and amphibians are found on the bottom layer
- Each animal adapts to the layer they live in eating the fruits and vegetations and other animals available

Business Circumstances

- **characteristics**

- Have too much business
- Teaming with life

- **Climate**

- Can't handle the 'rain'
- Hard to keep up with changes (ideas, enhancements, new platforms)
- Role ambiguity is common as all levels

- **People**

- People of all levels everywhere
- Can't hire enough people to handle the 'rain'
- People are overworked and do not receive enough recognition

Grasslands

Ecological Circumstances

- **characteristics**

- They are somewhere between a desert and a forest
- between 20 and 40 percent of the world's land area
- generally open and fairly flat
- Fires, both natural and human-caused, are important factors shaping grasslands

- **Climate**

- heavy rain washes away nutrients, making grassland soils very fertile and appealing for agricultural use.
- Rain can vary, ranging from 10 to 40 inches annually.

- **Plants and animals**

- Grasslands support a variety of species. Vegetation in the African savannas, for example, feeds animals, including zebras, wildebeest, gazelles, and giraffes.
- Some grass species in these habitats include red oat grass (*Themeda triandra*) and Rhodes grass (*Chloris gayana*) in tropical savannas,

Business Circumstances

- **characteristics**

- A start up
- Highly agile
- Can run so far so fast they may run out of capital (human, monetary)

- **Climate**

- Face paced
- Could become stuck and unable to get out

- **People**

- Leadership is known to everyone
- Bought into the mission and the vision as least initially
- Scaling could mean leaving people behind



The Garden

Ecological Circumstances

- **characteristics**

- a variety of different types of ecosystems near each other, so as not to disrupt any one ecosystem.
- The quality of soil and water, including nutrient levels, pH, and absence of pollutants
- Can recover from disturbances, such as fires or floods, without undergoing drastic shifts in structure or function.

- **Climate**

- Not a lot of rain or sun
- Seasons are clearly defined throughout the year
- Climate change throughout the year sustains various plants and animals.

- **Plants and animals**

- A diverse range of plant and animal species coexisting indicates a balanced ecosystem.
- Species populations should have stable numbers over time.
- A stable balance between predator and prey populations exists.



Business Circumstances

- **characteristics**

- Business model that changes with the times
- mission and vision that everyone buys into

- **Climate**

- Has an understanding of people
- Positive and engaging culture
- Good work-life balance

- **People**

- Small gaps in between leadership and employee
- Low turnover
- Leaders have a servant-leader mindset

