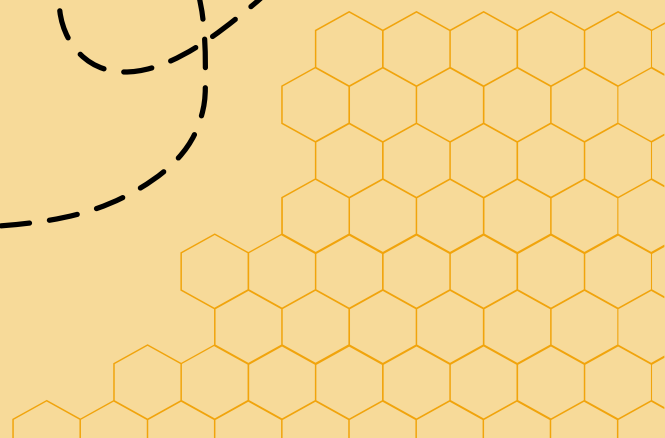
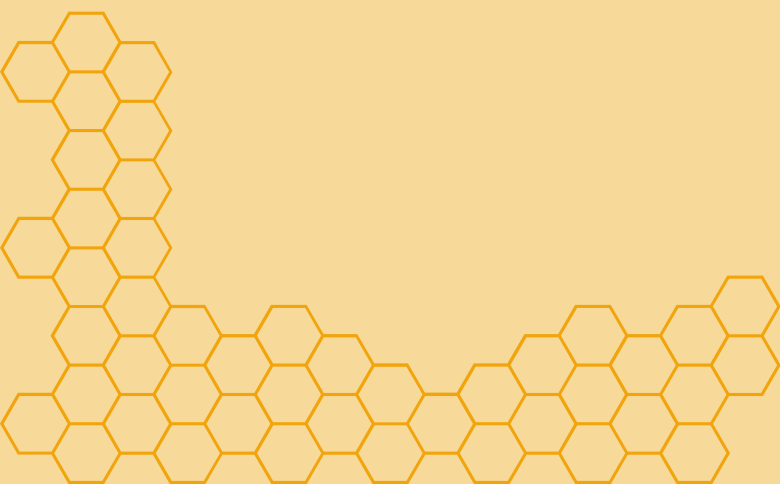
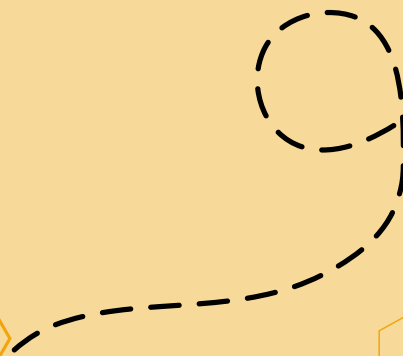


Hive, Inc.

How to Navigate Downsizing By Vini Saggurti





Hive Inc. was the best honey producer in all of the Queen's land. Their honey was the sweetest, most flavorful, and yummiest honey around. Everyone agreed on this.

Hive Inc.'s secret ingredient was their amazing worker bees, who worked together as a perfect team to make honey. There were the bees on the Flight Squad, who flew out every day from flower to flower slurping up nectar into their second stomach. There were the bees on the Transportation Team, who would meet the Flight Squad at the dock at the Hive, each taking some of the honey from the Flight Squad and chewing it until it became honey. And finally there was the Honeycomb Crew, whose job it was to take the honey and pack it neatly into honeycombs for safekeeping.





Barb Bee was the busiest bee on the Flight Squad. She loved her job. Every day she woke up on a mission to get the most nectar she could fit into her stomach. She would launch herself out of bed, stretch her wings, grab a cup of coffee, and head out to meet her flight team, Barry, Ben, and Beth.

Together they could do anything. Beth told the best jokes. Barry always brought a snack so they could refuel. Ben knew the fastest shortcuts. Every bee had their own strength, and they all made use of them. They made a golden team.





One morning, Barb woke up, stretched her wings, drank her coffee, and stepped out of her pod ready to meet her team. But they were nowhere to be found. Actually, as she looked around Hive's Headquarters, she noticed that a lot of people bees seemed to be missing. She fluttered around quickly, moving from hallway to hallway calling out for her friends. "Beth? Ben? Barry?"

Finally, she flew right into Barry. "Barry, what is going on? Where is everyone?"

"You didn't hear? The Queen decided to get rid of half of the Hive to save money. She's hosting an All Wings Meeting in ten minutes."





Barb was confused. She thought Hive Inc. was the best honey producer in town. Why did they have to fire half of the team? What would happen now?

As Barb and Barry sat in Hive HQ, waiting for the All Wings Meeting to start, she couldn't help wondering why she still had a job while her friends did not. She did not feel that she performed any better at her job than they did. In fact, she knew that the reason she was the busiest bee was that she worked with a team who each had their own talents. She could barely hear the Queen's speech because her head was spinning.

She could not wait to leave the meeting and check in on her friends. Were Ben and Beth okay? At that moment, she remembered that Ben had baby bees at home!





As soon as the meeting ended, she ran to a quiet corner of the Hive and called Beth. “Beth, I am so sorry. I cannot believe it!” Beth told Barb the story.

After they came back from their flight yesterday she had been pulled into a meeting with the Queen, the head of Bee Resources, and the leader of the Flight Squad. They told Beth she was losing her job. Beth restrained her emotions while she packed up her locker and didn’t cry until she got home. She did not know what she would do yet, but she was very sad to not work with Barb, Ben, and Barry.

Barb quietly listened to Beth’s entire story and after hanging up, she felt a heavy weight in her stomach. She used to love her job. She loved her work. She loved her team. Everything had changed.





She could not help feeling like Hive Inc. had let them all down. She wished that the leader of the Flight Squad or the Queen had at least given them some notice. Barb started dreading going to work.

There was no flutter in her wings. She felt uninterested in doing her best work because she felt betrayed.

Over the next few months, Barb and Barry were matched with another team of nice enough bees.

They were not Beth or Ben, but they became friends. They each shared their own tricks and tips with each other. Work started feeling more fun again, and each morning Barb felt happier and happier.





Beth and Ben had each found new jobs. Beth was working at a smaller honey producer, where she was the Flight Squad leader. Ben decided to leave his flight goggles behind and was working at a honey distributor. He felt it would give him more time to take care of his kids.

One day, Barb saw a flier in the Bee-Café for The Queen's Employee Advisory Council. She wrote her application letter, excitedly detailing her ideas for creating stronger communication and a sense of community. During her first Advisory Council meeting, she and all the other bees shared their frustrations with the Queen. She patiently listened and offered a genuine apology to the bees. She asked what they could do differently. Barb smiled.

**Everything had changed, but Barb started to let go of her disappointment in the Hive's leadership. She felt empowered to make the company different.
Better.**

