

## **Beeline** - Lead the way

How to lead with purpose and clarity to drive change, create thriving working cultures and deliver business results that matter

Welcome to our leadership podcast from The Hive Change Consultancy, hosted by our CEO, Andrew Tilling

These conversations with experts in organisational performance are specifically for people looking to lead transformation. If you want to help your organisation make a better impact, this is for you.



**Beeline**

# The Hive

Transforming working cultures to  
deliver results that matter

## Beeline Podcast Season 4 Episode 7

**Guest:** Justin Tan, Managing  
Director of Evolutio Consulting

Managing disruptive change and  
enabling sustainable growth

Notes and Resources





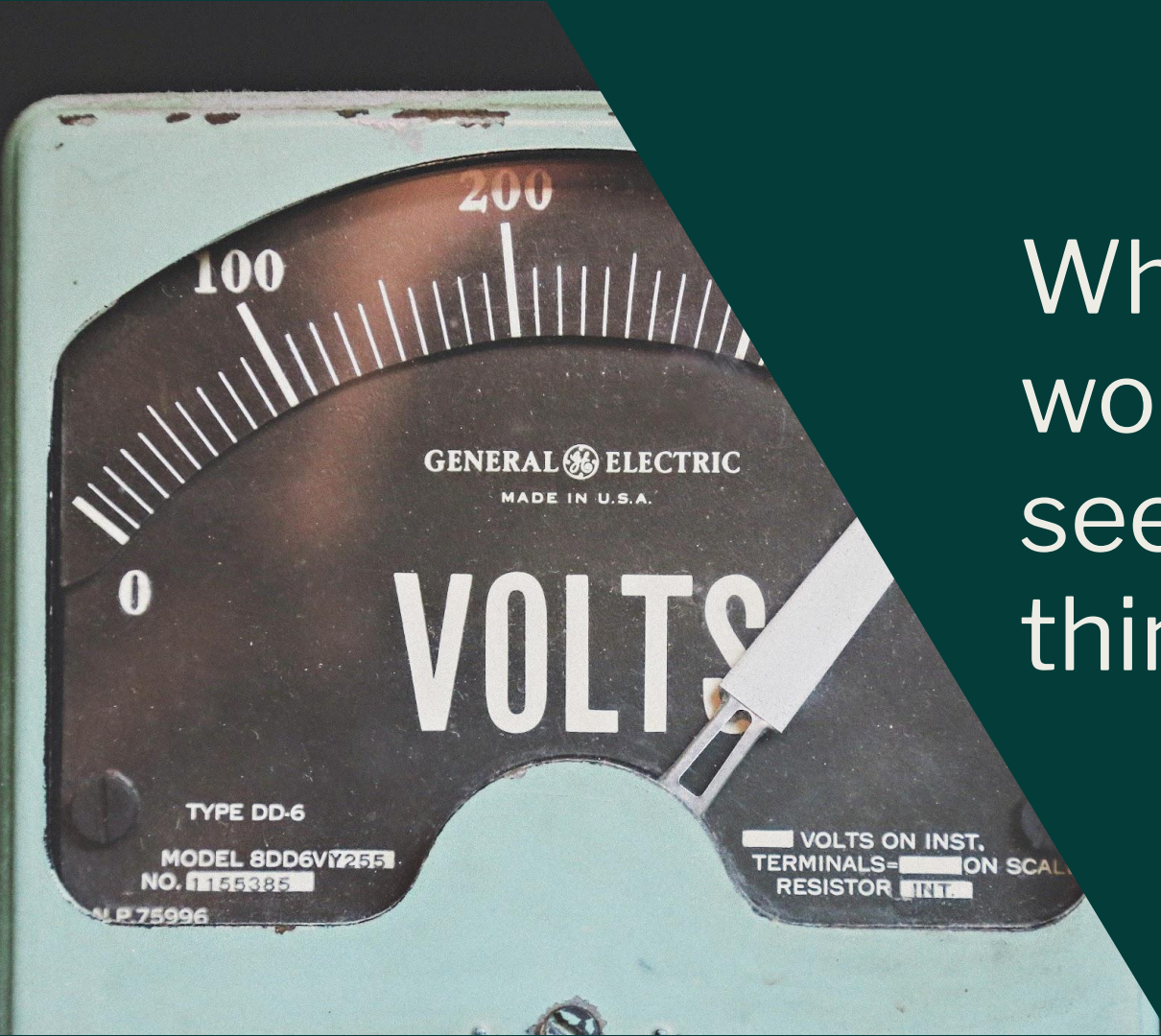
When it's **not**  
working, you'll  
see these  
things:



## What bad looks like:

- › Individuals are not communicating
- › There's no buzz around the work space or in the work comms
- › People are working in silos
- › There's a competitive attitude to teamwork
- › There's a notable lack of empathy amongst teams
- › Incentives lack context and alignment
- › Familiarity bias and nepotism occur in the hiring process
- › Short termism (quarterly capitalism) is prevalent
- › There is a lack of a common drive or vision
- › Values are not 'lived' by the organisation or by the individuals
- › A lack of aligned purpose causes apathy





When it is working. You'll see these things:



## What good looks like:

- > Teams feel like its ok to fail
- > People are connected to the goals of the organisation
- > You've got the 'right people on the bus' (ref [Jim Collins](#))
- > Your interim goals are mapped out
- > There's a continuous monitoring and adapting of progress of those goals
- > You are measuring input metrics as well as output metrics
- > You are working on the basis of pre and post mortem - what could go wrong during the 'event' and then a critical eye on how you performed after the 'event' with steps for improvement.
- > 'Essential Rightness' is imbedded in your business:  
**Curiosity and drive** to explore new ground.  
**Generosity of spirit** to care deeply about the wellbeing of others.  
**Boldness** to be distinctive and break from the status quo.  
**Solidarity** to be a winning team that supports each other and their well-being.
- > Teams feel empowered to make decisions autonomously because they know what is the right thing to do



So, what is the **Beeline** to managing disruptive change and enabling sustainable growth?



**Beeline**

## The Beeline to managing disruptive change and enabling sustainable growth:

- › Build a common vision and purpose with your teams so that they feel invested
- › Don't let that purpose sit on the shelf - keep it alive by constantly referring to it and by aligning your decision making to that purpose
- › Set up your framework around your purpose and vision for targets, milestones and goals (OKRs, KPI's)
- › Constantly monitor your movements towards those goals
- › Recognise where you might fail and troubleshoot solutions
- › Hire the right people: People who share your values and are flexible, adaptable and prepared to grow and develop within the organisation
- › Practice situational humility







Daniel Pink, in his book, Drive, lists three elements of the motivation formula: **autonomy, mastery, and purpose**. In situations where people are paid fairly, this trio drives, engages, and stimulates us to do our best work.

THE NEW YORK TIMES TOP 10 BESTSELLER

# Drive

The Surprising  
Truth About What  
Motivates Us

'Provocative and  
fascinating'

MALCOLM GLADWELL

**Daniel H. Pink**

2 MILLION COPIES SOLD WORLDWIDE



If you would like to know more about **Justin** and the work he does:

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