

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.



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Beeline Podcast Season 5 Episode 2

Engagement and purpose
in your teams and avoid the
loneliness of leadership

Guest: Nick Jonsson
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Singapore

Notes and Resources



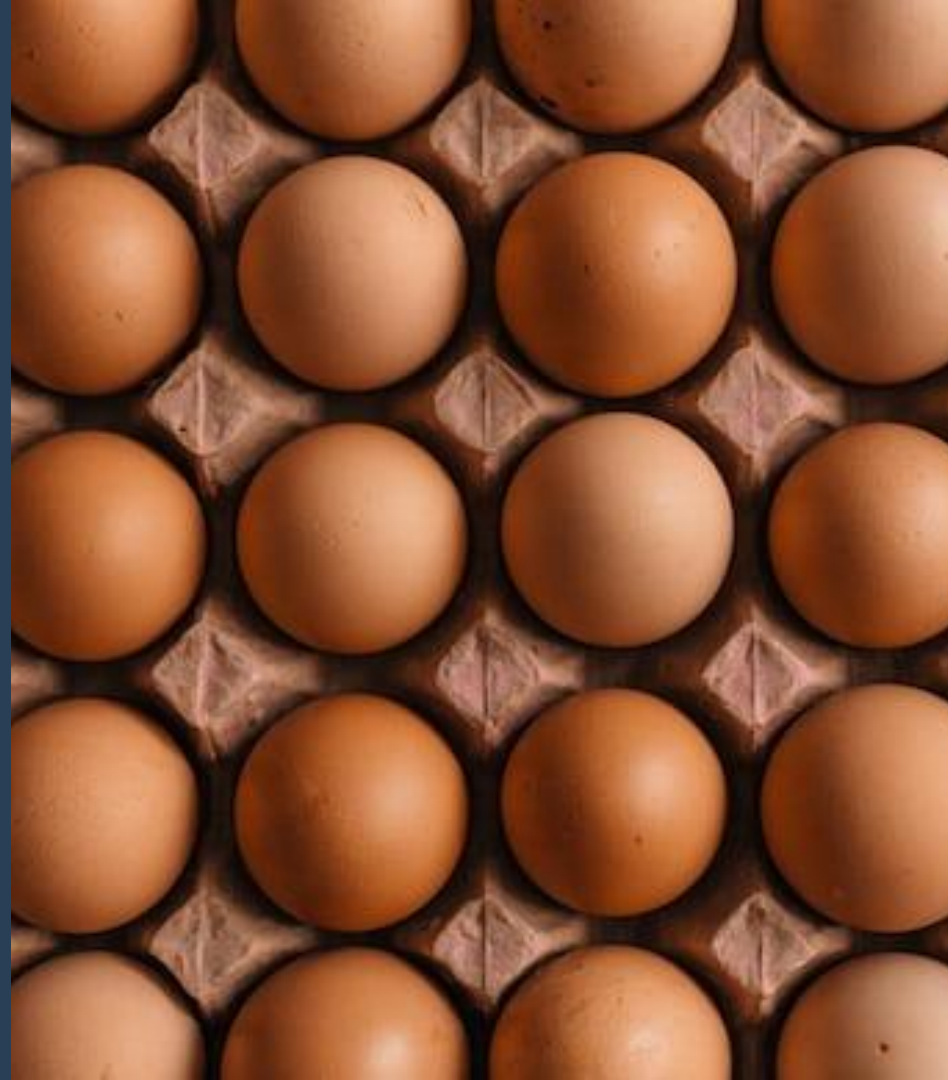


When it's **not**
working, you'll
see these
things:



What bad looks like:

- › Changes in habits: Pay attention to significant shifts in daily routines, such as neglecting activities once enjoyed or isolating oneself from social interactions.
- › Decreased performance at work or school: Look for signs of decreased productivity, absenteeism, avoidance of responsibilities, or a lack of focus during tasks.
- › Loss of interest or motivation: Notice if there's a general loss of interest in hobbies, activities, or goals that were once important or enjoyable.
- › Physical symptoms: Keep an eye out for physical symptoms like changes in appetite, sleep disturbances, unexplained aches or pains, or a general feeling of fatigue.
- › Mood swings or emotional changes: Be aware of sudden mood shifts, persistent sadness, irritability, anger outbursts, or feelings of hopelessness.
- › Increased reliance on substances: Watch for an increase in the use of alcohol, drugs, or other substances as a coping mechanism for emotional distress.
- › Social withdrawal: Notice if someone becomes increasingly isolated, avoids social gatherings, or withdraws from friends and family.
- › Difficulty concentrating or making decisions: Be mindful of struggles with concentration, memory, or decision-making abilities, which can indicate cognitive difficulties associated with mental health issues.
- › Self-destructive behavior: Be cautious of engaging in risky or harmful behaviors, such as reckless driving, self-harm, or thoughts of suicide.
- › Neglecting self-care: Pay attention to neglecting basic self-care practices like personal hygiene, grooming, or seeking medical attention when needed.





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



What good looks like:

- › Open communication: There's a culture of open and honest communication where team members feel comfortable sharing their thoughts, concerns, and ideas without fear of judgment.
- › Trust and psychological safety: Team members trust each other and feel psychologically safe to take risks, speak up, and be themselves without the fear of negative consequences.
- › Empathy and understanding: There's a high level of empathy and understanding among team members, with individuals showing compassion and support for one another during both professional and personal challenges.
- › Collaborative environment: Team members collaborate effectively, share knowledge, and work together towards common goals, fostering a sense of unity and cohesion within the team.
- › Recognition and appreciation: Achievements and contributions are recognized and appreciated, whether through formal recognition programs, peer acknowledgment, or simple expressions of gratitude.
- › Professional development opportunities: The organization provides opportunities for professional growth and development, including training, mentorship, and career advancement pathways, demonstrating a commitment to the personal and professional growth of team members.
- › Work-life balance: There's a healthy balance between work and personal life, with the organization promoting policies and practices that support employee well-being, such as flexible work arrangements, wellness programs, and time-off policies.
- › Inclusive and diverse environment: The organization values diversity and inclusion, fostering a culture where all voices are heard, respected, and valued, regardless of background, identity, or perspective.
- › Clear goals and expectations: Team members have a clear understanding of their roles, responsibilities, and expectations, as well as the broader goals and objectives of the team and organization, promoting alignment and focus.
- › Continuous feedback and improvement: There's a culture of continuous feedback and improvement, with regular opportunities for reflection, learning, and growth, enabling the team to adapt, innovate, and thrive in a dynamic environment.



So, what is the **Beeline** to building purpose into your organisation?



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The Beeline to building purpose into your organisation:

- › Promote Vulnerability: Encourage team members to be open and vulnerable about their challenges, fostering an environment where people feel safe to share their struggles without fear of judgment.
- › Build Relationships: Invest in building strong relationships among team members by creating opportunities for bonding and connection, both professionally and personally.
- › Practice Empathy: Develop empathy by actively listening to team members, understanding their perspectives, and showing genuine care and concern for their well-being.
- › Lead by Example: Demonstrate vulnerability and empathy as a leader, modeling the behavior you want to see in others and creating a culture where vulnerability is valued.
- › Provide Support Resources: Offer resources and support networks, such as coaching, mentoring, or employee assistance programs, to help team members navigate challenges and build resilience.
- › Encourage Feedback: Foster a culture of feedback where team members feel comfortable providing and receiving constructive feedback, enabling continuous learning and growth.
- › Clarify Expectations: Clearly communicate expectations and goals, ensuring that team members understand their roles and responsibilities and feel empowered to contribute to the team's success.
- › Celebrate Successes: Celebrate achievements and milestones as a team, acknowledging and appreciating the collective efforts that contribute to shared goals.
- › Address Conflict Constructively: Provide tools and processes for resolving conflicts constructively, fostering a culture of open communication and collaboration even in challenging situations.
- › Cultivate Purpose: Help team members connect to a sense of purpose and meaning in their work, aligning individual goals with the broader mission and values of the team and organization.





Nick's top picks
avoid the loneliness
of leadership:

Book:

*Executive Loneliness: The 5
Pathways to Overcoming Isolation,
Stress, Anxiety & Depression in the
Modern Business World*



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

You can find him on LinkedIn here:

<https://www.linkedin.com/in/nick-jonsson/>

You can access the Nick's website here:

<https://nickjonsson.com/my-story/>

Contact us at the Hive, we're here to help.

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