

## **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**



Transforming working cultures to  
deliver results that matter

**Beeline** Podcast  
Season 5 Episode 3

Leading Change with  
People: Lead  
transformation without  
losing your team along the  
way

**Guest: Phil Lewis and Claire Croft**

Notes and Resources



In this episode of **Beeline** we delve into the crucial role of authenticity and human connection in leadership, exploring how these qualities can transform organizations. Join our guests Phil Lewis and Claire Croft as they share insights on overcoming challenges, fostering a culture of openness, and navigating change with empathy.



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



## What bad looks like:

- › Devaluing the act of thinking, leading to poor decision-making.
- › Fear of failure, resulting in a blame culture and stifled innovation.
- › Transactional interactions, lacking depth and authenticity.
- › Ignoring past mistakes and failing to acknowledge organizational trauma.
- › Lack of conflict tolerance, leading to unresolved issues and tension.
- › Overemphasis on success, neglecting the value of failure as a learning opportunity.
- › Resistance to change, stemming from a lack of open-mindedness and empathy.
- › Focusing on efficiency over effectiveness, hindering long-term growth.
- › Leadership disconnect from the human impact of decisions on employees and their families.
- › Failure to build a supportive network for leaders, resulting in isolation and burnout.





When it **is**  
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## What good looks like:

- › Embracing the value of thinking time and open-minded exploration.
- › Recognizing failure as a natural part of growth and fostering a culture of learning.
- › Cultivating authentic, human-centered interactions and connections.  
Acknowledging past mistakes and demonstrating vulnerability as a leader.
- › Developing conflict tolerance and addressing uncomfortable discussions constructively.
- › Viewing success not as a destination but as a journey of continuous improvement.
- › Encouraging open-mindedness and empathy to navigate change effectively.
- › Prioritizing effectiveness over efficiency and adapting to changing circumstances.
- › Understanding the human impact of leadership decisions and showing empathy.
- › Building a supportive network for leaders to foster collaboration and growth.



So, what is the **Beeline** successfully Leading with Authenticity into your organisation?



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## The Beeline to successfully Leading with Authenticity:

- › Model the mindset of successful change navigation and demonstrate vulnerability.
- › Trust in your team's ability to embrace change and be open to new perspectives.
- › Foster authentic, human-centered interactions and connections within the organization.
- › Acknowledge past mistakes and demonstrate accountability as a leader.
- › Develop conflict tolerance and address uncomfortable discussions constructively.
- › Embrace failure as a learning opportunity and foster a culture of continuous improvement.
- › Promote open-mindedness and empathy to navigate change effectively.
- › Prioritize effectiveness over efficiency and adapt to changing circumstances.
- › Understand the human impact of leadership decisions and show empathy.
- › Build a supportive network for leaders to foster collaboration and growth.





If you would like to know more about  
**Phil and Claire and** the work they do:

**You can find them on LinkedIn here:**

<https://www.linkedin.com/company/corporate-punk/>

You can access their website here:

<https://corporatepunk.com/>

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

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