

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 new 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

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Transforming working cultures to
deliver results that matter

Beeline Podcast Episode 2

Guest: Adam McGilvery
Coach and [Insights Discovery](#)
Facilitator

Notes and Resources



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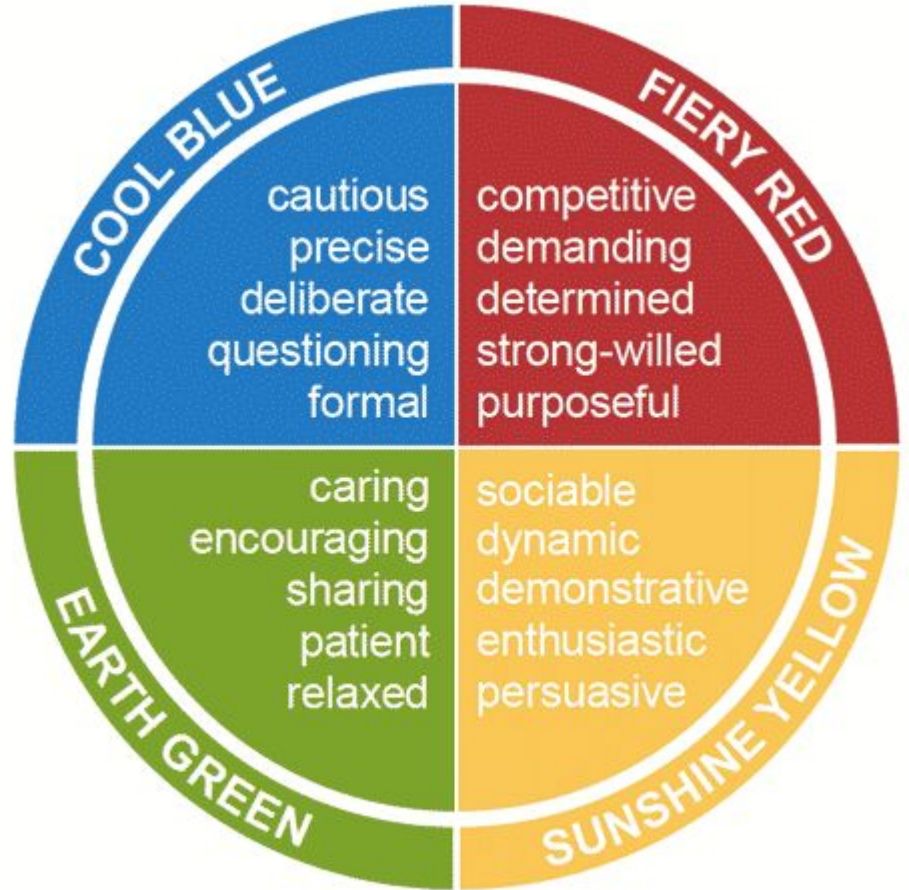
What is Insights Discovery?

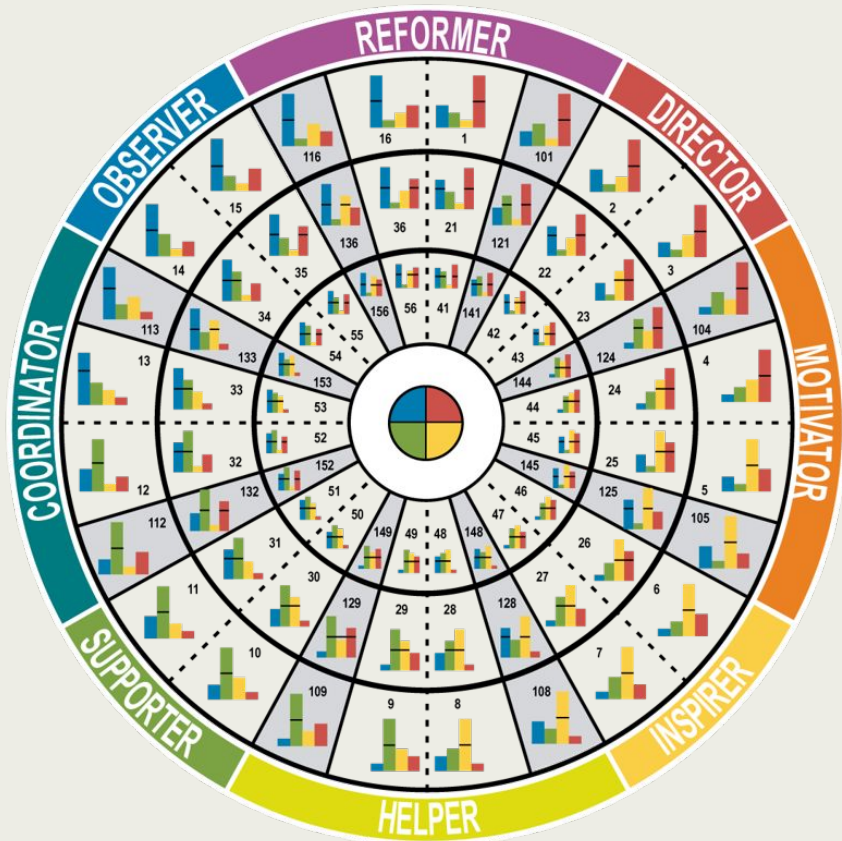
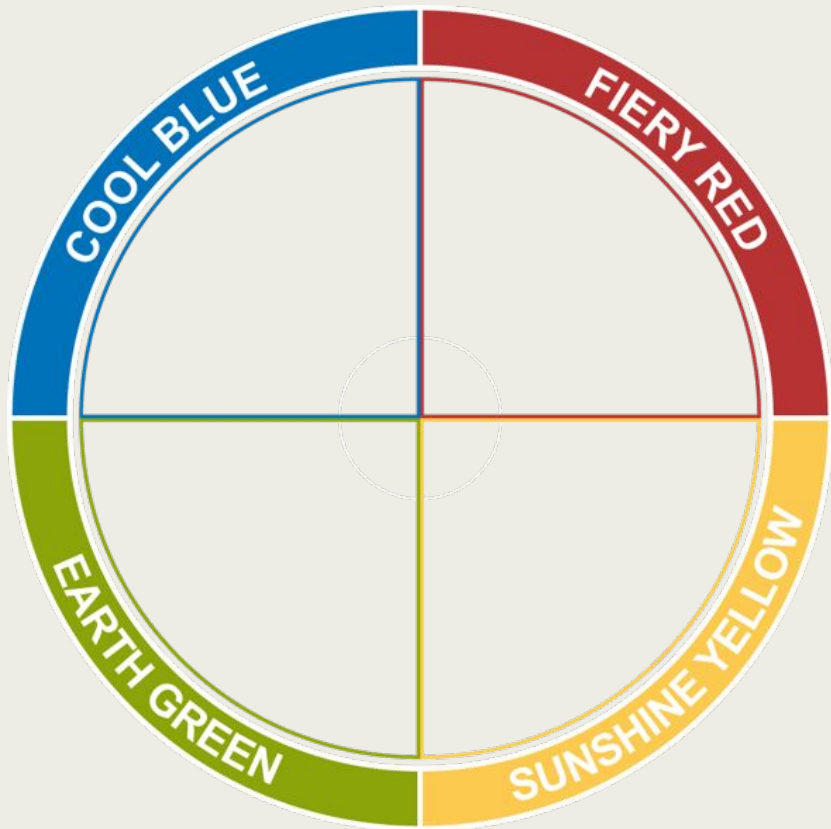
In simple terms:

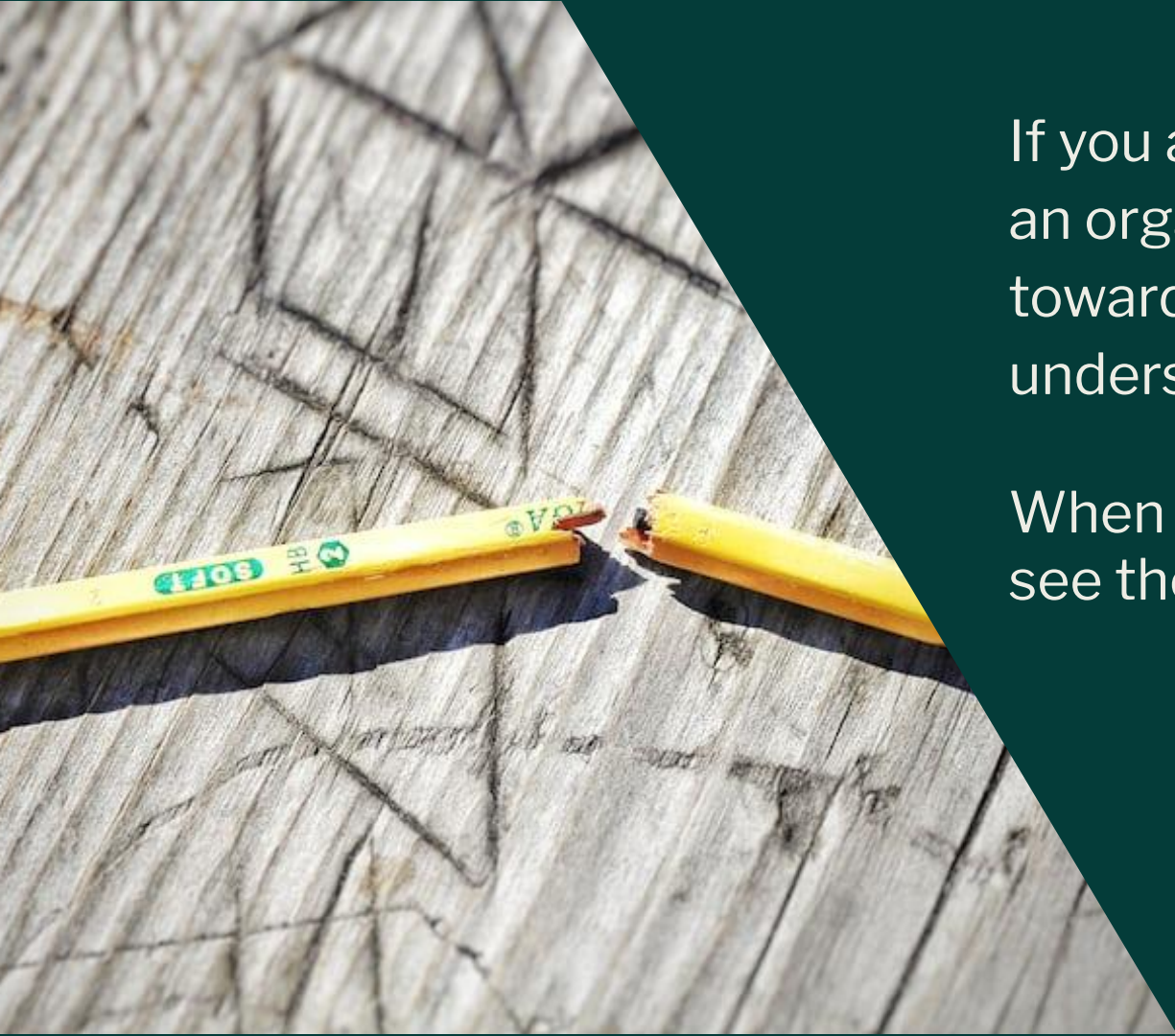
At the very start of the self-awareness journey is Insights Discovery. A psychometric tool based on the psychology of Carl Jung, Insights Discovery is built to help people understand themselves, understand others, and make the most of the relationships that affect them in the workplace.

The Insights Discovery methodology uses a simple and memorable four colour model to help people understand their style, their strengths and the value they bring to the team. We call these the colour energies, and it's the unique mix of Fiery Red, Sunshine Yellow, Earth Green and Cool Blue energies, which determines how and why people behave the way they do.

But there are many, many variables.....







If you are looking to achieve an organisational shift towards diversity and understanding...

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



- › Everyone stuck in the safe Zone
- › Fear of vulnerability
- › Teams feeling disarmed
- › Teams feeling judged
- › Teams feeling silenced or not heard
- › Punitive ways of making people perform
- › The same people doing all the talking
- › Ingrained negative patterns
- › Holding on to behaviours that have been previously rewarded
- › Familiarity bias in recruitment
- › Opinions squashed if dissimilar to others'
- › All talk and no listening
- › An organisation full of similar mindsets
- › Misunderstanding, blame and gossip.
- › Stepping on eggshells
- › Segregation and cliquy behaviour
- › A lack of authenticity





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



- › Teams embracing 'different'
- › Tasks and Goals that make sense and have context due to connectivity.
- › Letting go of preconceived opinions about each other.
- › Acceptance that disconnects will always happen and everyone thinks differently.
- › Celebrating differences and learning from each other
- › Frank and supportive conversations that cut through ruinous empathy and navigate effectively.
- › Challenges are shared and don't escalate.
- › Instinctive empathy
- › Radical Candour
- › A willingness to adapt
- › Teams feel empowered to effect change
- › Rapport is rife
- › There is an absence of judgement and therefore space to hold the opinions of others in your mind
- › Trust in your teams to contribute to your vision



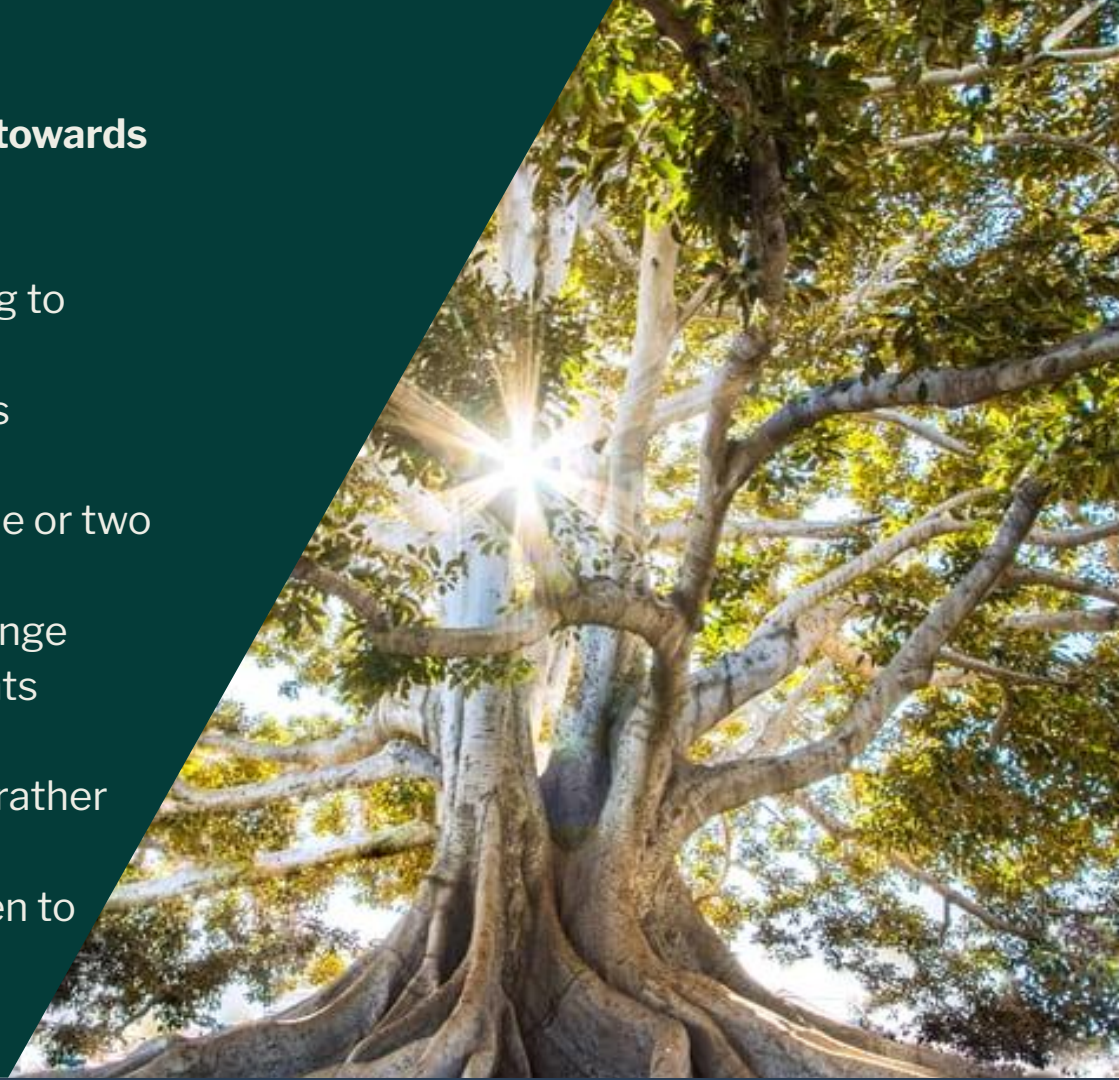
So, what is the **Beeline** to an organisational shift towards diversity and understanding?



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The Beeline to an organisational shift towards diversity and understanding:

- › Empty yourself of you when talking to your teams
- › Listen and be curious about others
- › Allow yourself to be vulnerable
- › Introduce Insights Discovery to one or two key influencers
- › Start to build a consortium for change
- › Start to use the language of Insights amongst your teams
- › Invite small numbers to take part, rather than aiming to involve everyone.
- › Let the cascade of curiosity happen to engage the entire organisation



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A little bit of Beeline Gold from Adam:

Accept that you cannot connect to everyone all the time. Learn what it is about people that makes them different to you and accept those differences. This will enable you to illustrate more versatility and therefore serve them better. To do this you may need to make some adjustments, which could seem counterintuitive at the time, but in doing so, you will not only be serving them better, but you will be serving the organisation better.



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Lead the way



If you would like to know more or contact Adam about Insights Discovery and the work he does

You can find him on LinkedIn here:

[Adam McGilvery - Associate Facilitator - The Hive Change Consultancy Ltd. | LinkedIn](#)

Find out about [Insights Discovery](#) here



Contact us at the Hive, we're here to help.
[Contact - Consult The Hive](#)