

## **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**

# The Hive

Transforming working cultures to  
deliver results that matter

## Beeline Podcast Episode 3

**Guest:** Alex Templeton  
Co-Founder and CEO of  
[Qured](#)

Notes and Resources



Beeline





If you are looking to achieve an agile, unified and courageous organisation that is able to withstand a natural disaster...

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



- › Running so fast that there is no opportunity to pause and find perspective.
- › Teams suffering Burnout and as a leader, having no capacity to address it.
- › Employees finding themselves indispensable and burdened
- › Feelings of being alone and trapped
- › Command and control leadership
- › Teams unable to manage the workload
- › No compelling vision to be able to entice new good people into the organisation
- › Treating the symptoms rather than the cause
- › Reactive management
- › Losing track of the 'Why'
- › Sticking heads in the sand
- › A lack of understanding about the vision
- › Complacency and apathy amongst teams
- › Mistrust
- › Fear of losing positions in the organisation



A white rectangular sign with a yellow diamond-shaped warning symbol in the center. The symbol has a black border and the words "WORK IN PROGRESS" written in black, bold, sans-serif capital letters. The sign is attached to a metal fence with two small metal fasteners at the top corners. The background is a blurred outdoor scene with green foliage and a building in the distance.

WORK IN  
PROGRESS

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



- › Team spirit and unity
- › Everyone has a voice
- › A communication style that allows for diversity of thinking
- › Excellent staff retention
- › Clear understanding at every level, of the organisation's direction and goals
- › Servant leadership
- › Transparency and vulnerability is celebrated
- › There is clear communication and trust amongst teams
- › There are clear boundaries that support innovation
- › Robust governance
- › Measurable impact
- › Shared values that are imbedded in the day to day activity of the organisation
- › Engaged and motivated teams who feel empowered to make decisions
- › The right people in the right roles to affect impactful change



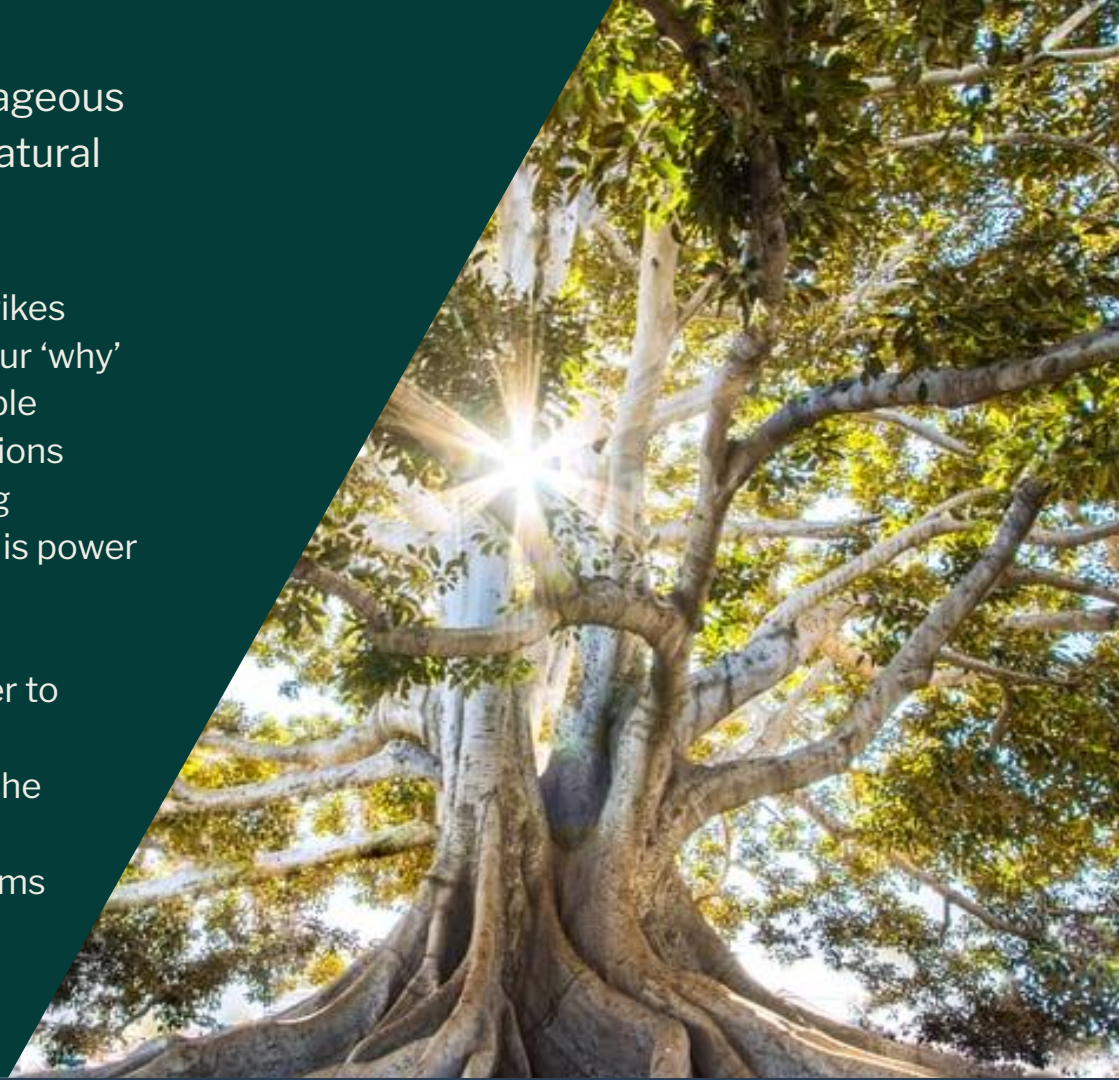
So, what is the **Beeline** to an agile, unified and courageous organisation that is able to withstand a natural disaster?



**Beeline**

**The Beeline** to an agile, unified and courageous organisation that is able to withstand a natural disaster:

- › Be open to opportunity when disaster strikes
- › Don't be afraid of adapting the path to your 'why'
- › Get an external perspective where possible
- › Listen to your teams and invite their opinions
- › Invest in your team's health and wellbeing
- › Take time to do the research; knowledge is power
- › Understand your stakeholders and your responsibility to them
- › Be clear about where you are now in order to develop a plan for where you want to be
- › Agree a roadmap so that everyone is on the same path
- › Recognise your responsibility to your teams and ask for help when you need it





Alex Templeton is the co-founder and CEO of Qured  
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**You can find him on LinkedIn here:**

[Alex Templeton - CEO and Co-Founder - Qured | LinkedIn](#)

Need some support with some of the content in today's episode? We have created some useful and insightful resources to help you combat Burnout and find a way to resilience [\*\*HERE\*\*](#)



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