

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 4

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Notes and Resources



Beeline





“The quality of everything we do depends on the quality of the thinking we do first. The quality of our thinking depends on the way we treat each other while we are thinking” Nancy Kline

The ten behaviours that generate the finest thinking, and have become known as **The Ten Components of a Thinking Environment**, are:

Attention

Equality

Appreciation

Information

Incisive Questions

Feelings

Ease

Encouragement

Diversity

Place

Each Component is powerful individually, but the presence of all ten working together gives this process its transformative impact.





2022

THE 10 COMPONENTS OF A THINKING ENVIRONMENT™

Encouragement

Giving courage to go to the unexplored edge of thinking by ceasing competition as thinkers

Equality

Regarding each other as thinking peers, giving equal time to think

Attention

Listening without interruption and with interest in where the person will go next in their thinking

Feelings

Welcoming the release of emotion

Incisive Questions

Freeing the human mind of untrue assumptions lived as true

Appreciation

Noticing what is good and saying it

Ease

Discarding internal urgency

Difference

Prioritising diversity of group identities and understanding their lived experience

Information

Absorbing all the relevant facts

Place

Producing a physical environment – the room, the listener, your body – that says, "You matter"

Inspired by timetothink.com



servane mouazan



If you are looking to nurture a thinking environment in your organisation, where everyone feels psychologically safe, valued, heard and supported...

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



- › Those who are naturally quiet are invisible
- › Those who take a while to process information don't get heard
- › Assumptions go unchallenged
- › Teams are nervous of speaking their mind
- › Conversation is goes off on tangents
- › No-one stays with the subject long enough to find a solution
- › Constant interruptions
- › Frustration and apathy preside
- › The environment doesn't feel psychologically safe
- › Speed of thought is valued more than content of thought
- › Conversation goes round in circles
- › Confidence wins space and time rather than careful processing
- › Ideas are repeated and reinvented
- › Silence is filled with noise
- › Bombasity reigns supreme
- › Time is used inefficiently



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:



- › Psychological safety
- › Clear boundaries and foundations are in place
- › Care and patience is part of your culture
- › Creative thinking thrives
- › Individual thinking is generated
- › Information is easily absorbed and processed
- › Reactions are proactive not reactive
- › Diversity of thought is appreciated and welcomed
- › Assumptions are challenged
- › Everyone has a voice and everyone is seen
- › Collective thinking that expands impact
- › Systematic view points
- › Everyone feels respected and valued
- › Problems are solved efficiently, with shared input
- › Silence is welcomed as space to think
- › Ego's are left at the door and challenged if not
- › Boundaries allow processes to play out effectively
- › Collective intelligence is prioritised
- › Empathy is supported through knowledge and understanding of each other



So, what is the **Beeline** to nurturing a thinking environment in your organisation, where everyone feels psychologically safe, valued, heard and supported?



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The Beeline to nurturing a thinking environment in your organisation, where everyone feels psychologically safe, valued, heard and supported to share their thoughts:

- › Understand that having a process to enable collective thinking is making the decision to allow your teams to think well independently as themselves and for themselves
- › Be mindful that everyone is wired differently, thinks differently and processes differently
- › Ask yourself ‘what am I assuming?’
- › Make the decision to change your thinking environment and follow that decision through
- › Find the best possible space for that process
- › Create the foundations and boundaries to maintain psychological safety
- › Make sure that everyone understands the value of every individual in the room, showing that you care and respect their thinking



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You can find Servane on LinkedIn here:

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Need some support?

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](#)