

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 1

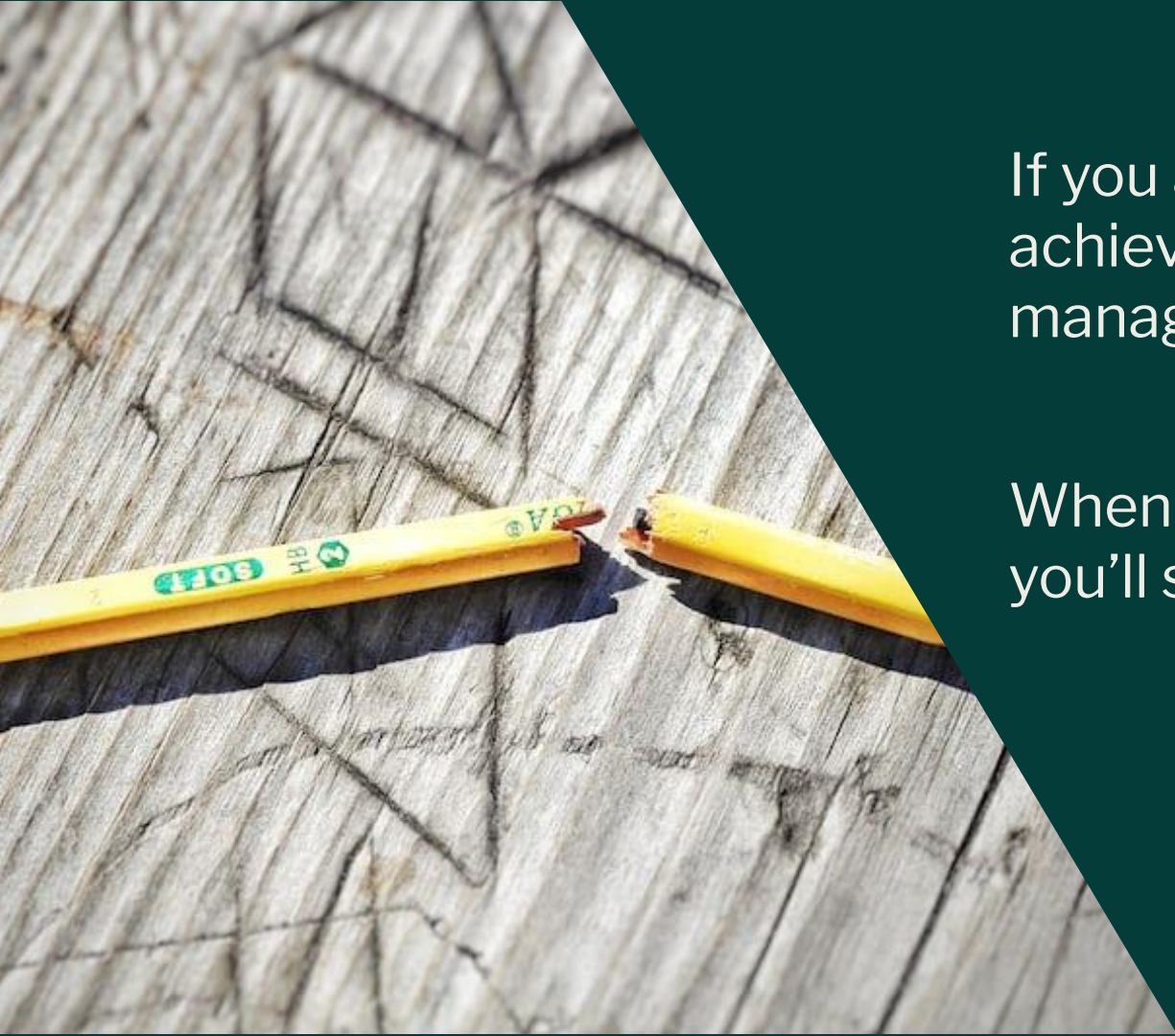
Guest: Thomas Lahnthaler
CEO of [The Crisis Compass](#)
and author of 'Navigating
Beyond Crisis'

Notes and Resources



Beeline





If you are hoping to achieve successful crisis management...

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



- › Focus solely on the crisis itself and neglect for the day to day needs of and guidance for your teams.
- › Focus on external factors (PR messaging) which will sap resources and distract from internal issues arising.
- › Micromanaging of external factors, allowing a false sense of gaining control.
- › Attachment to old goals that are no longer useful or relevant; fear that letting go of them will cause a loss of direction and purpose.
- › Gathering more information than is needed, becoming overwhelmed and getting lost in the weeds.
- › Knee-jerk reaction to 'deal' with things alone; losing perspective and the opportunity for innovation.
- › Signs of blame and denial amongst your teams.
- › Teams feeling powerless, undermined, undervalued and stripped of ownership.
- › Feeling lonely at the top.



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 capital letters. The sign is attached to a metal fence with two green grommets. The background is a blurred outdoor scene with greenery and a building.

WORK IN
PROGRESS

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



- › A motivated team, able to take a leap into innovation.
- › Everyone working together enabling an open forum for ideas and shared perspectives.
- › Healthy habits instilled during times of non-crisis, which become instinctive in a crisis.
- › A working culture where it is safe and necessary to pose the question: 'is there a way we can look at things differently?'
- › A working culture where it is safe and necessary to consistently question and challenge assumptions; asking the question 'is it still relevant, helpful and part of our WHY?'
- › Regular practice of the magic moment:
- › Stepping back, taking a pause and zooming out.
- › Space to observe whether things have changed since the last observance
- › Everyone listening, observing and challenging themselves and others in their teams.
- › Focus on the here and now - like children do - playing with what's available at the time.



So, what is the
Beeline to
Successful
Crisis
Management?



Beeline

The Beeline to Successful Crisis Management:

- › Bringing everyone in to share insights, ideas and perspectives.
- › Recognising that THE problem isn't necessarily YOUR problem
- › Constantly reminding each other of the WHY and staying true to that
- › Letting go of outdated goals
- › Maintaining an internal vs external focus
- › Practising healthy habits
- › Sustaining an open forum for innovation
- › Constantly challenging assumptions



If you would like to know more or contact Thomas about the work he does

You can find him on LinkedIn here:

[Thomas Lahnthaler - Author - Selbstständig | LinkedIn](#)

See his website here:

www.thecrisiscompass.com

Buy his book here:

['Navigating Beyond Crisis'](#)



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

[Contact - Consult The Hive](#)