

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.



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Beeline Podcast Series 2 Episode 3

Leadership 101:

If you are not sure where to start with evaluating your leadership; start with this podcast and get a sense of what the absence of leadership looks like throughout your organisation

Guest: Lisa Moricz, Director at
Umana Group Pty Ltd

Notes and Resources



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If you want to prepare the next generation of great leaders in your organisation:

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



What Bad looks like:

- › Absent leaders: never available, always elusive
- › Intimidating leaders: Making people nervous, tense and afraid
- › Leaders who stifle enthusiasm and 'play' in the workplace
- › Leaders who fail to clarify or give context to the goals of the organisation
- › Leaders who promote through one off achievements rather than through ability and leadership skills
- › Roles are not clearly defined and not consistently reviewed
- › When there is non- servant leadership - a top heavy hierarchy
- › People are set up to fail
- › Leaders who employ people to make them look good
- › The big questions don't ever get asked for fear of the answers:

Do you love what you do?
Are you happy?





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



What good looks like:

- › Leaders who understand what drives each individual on their team
- › Leaders who want their teams to love what they do
- › Leaders who know that it takes time to grow, who are prepared to plant the seeds, water them and be patient
- › Leaders who listen to their teams, who allow time for conversation
- › Leaders who are present, accessible and kind
- › Leaders who are realistic about their skills and employ people who bridge those skill gaps.
- › Leaders who want and enable people to progress, be promoted and reach their goals
- › Leaders who ask the question 'what can I do for you?'
- › Leaders whose behaviours are consistent
- › Leaders who know how to gain trust and work hard to achieve it



So, what is the
Beeline to preparing
the next generation
of great leaders in
your organisation?



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The Beeline to preparing the next generation of great leaders in your organisation:

- › Slow down: Take time to know your teams.
- › Look around you and tap into your experts knowledge
- › Know who is great at doing what you can't and give them value
- › Be vulnerable and honest about your own capabilities
- › Invest in people: If you are honouring them with a paypacket, then give them the right tools to do the best they can
- › Care for yourself: Put the oxygen mask on yourself first
- › Continually strive to learn more, do develop your own skills
- › Look at how you can best serve your teams



If you would like to know more or contact Lisa about the work she does:

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

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