

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

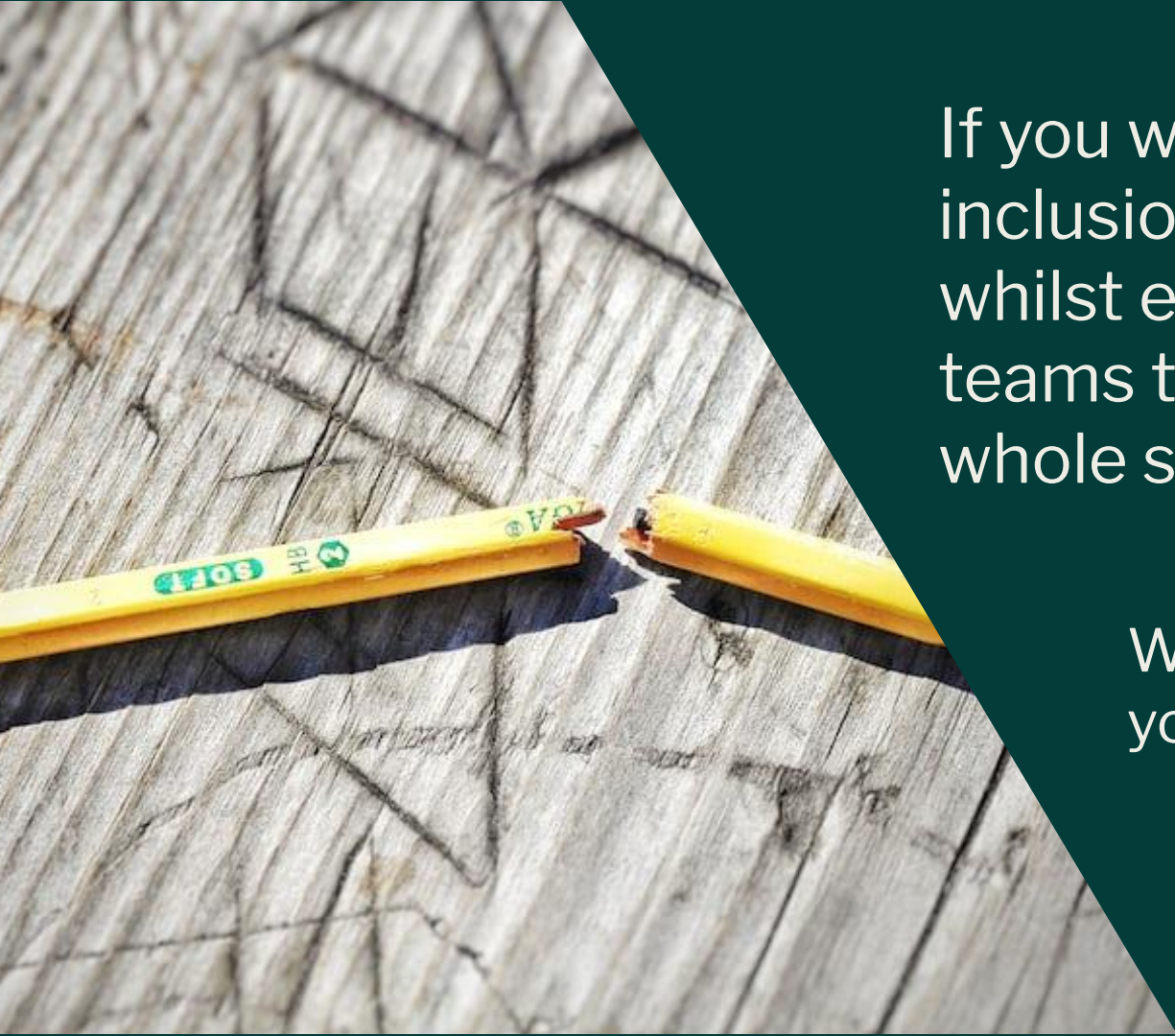
Beeline Podcast Series 2 Episode 4

**How to practice inclusion and self inclusion
in your organisation whilst encouraging your
teams to turn up as their whole selves**

Guest: Katie Mantwa George
Leadership Development Coach, Author,
Public Speaker and Meditation Teacher

Notes and Resources





If you want to practice inclusion and self inclusion whilst encouraging your teams to turn up as their whole selves:

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



What bad looks like:

- › You find yourself waiting for the people around you to deliver your purpose needs
- › Leaders are expected to tell people what they are supposed to be doing and to what end
- › Leaders who value a culture of putting up, shutting up and getting on
- › Leaders banging drums but nothing of value coming back to them.
- › Teams feeling suffocated
- › Leaders acting as a blocker to people's next promotions
- › Leaders dictating where people should be and where they are going
- › Functional environments vs excelling environments
- › Fear of conflict (5 dysfunctions of a team)
- › Leaders setting people up for failure because of a fear of conflict.
- › Quiet quitting becomes more common
- › Talent is leaving the organisation





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



What good looks like:

- › People feel open enough to tell their leaders what they do and don't like
- › Leaders act as coaches for their teams
- › Leaders who accept that the people they lead can be better at things than them
- › Leaders who give their teams the tools to succeed
- › Teams that work together and don't need their leaders or managers to be constantly guiding them and making decisions for them
- › Leaders who are comfortable with stepping back and trusting their teams to do the job
- › Leaders who recognise and acknowledge commitment, hard work and talent
- › Trust that allows for difficult conversations
- › Assumptions are challenged
- › Accountability is prevalent
- › There is a combined purpose
- › Long term goals are mapped out to continue forward direction
- › Leaders understand what their personal purpose is, their direction and why they have chosen it - then teams will naturally want to follow



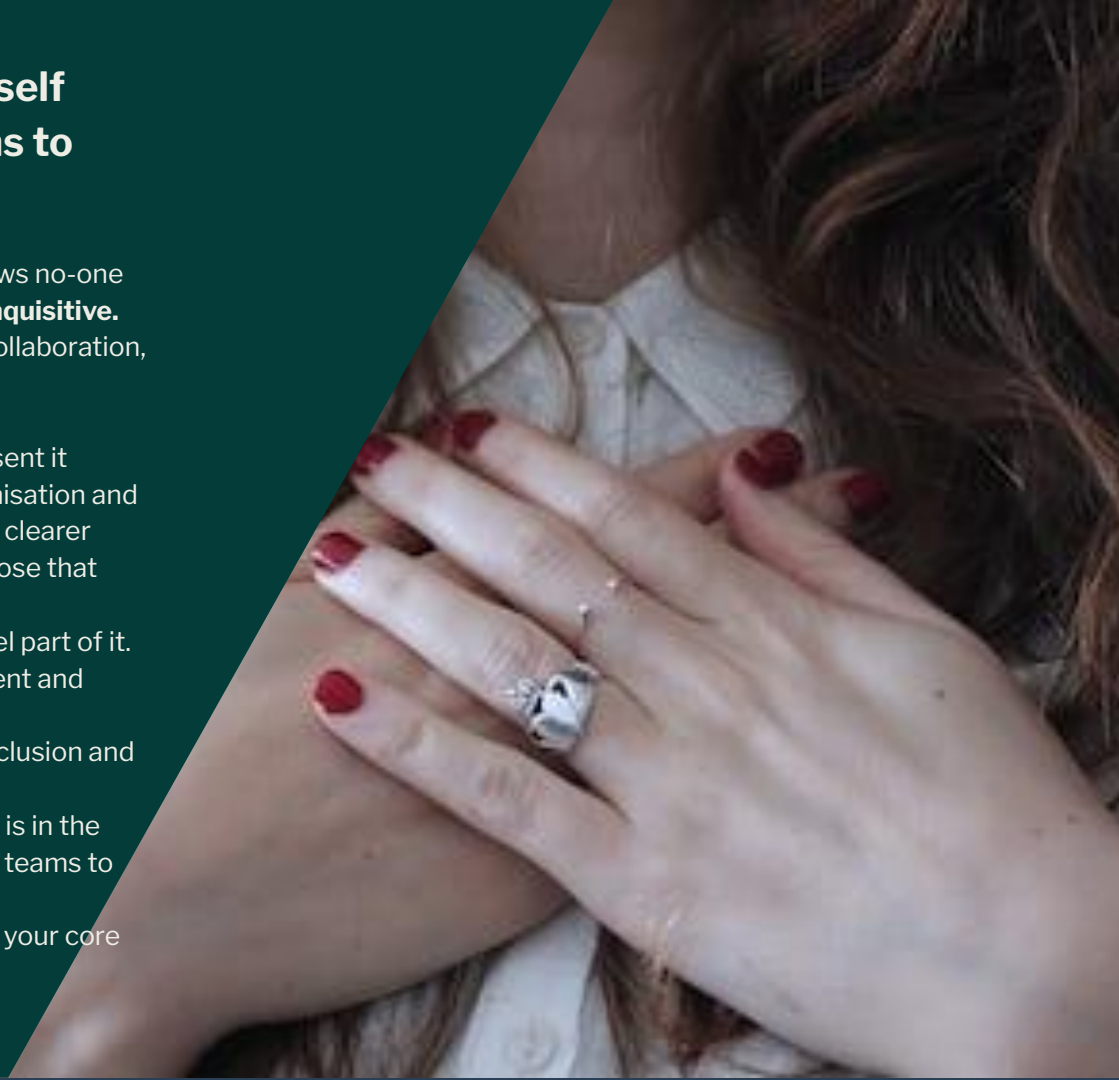
So, what is the **Beeline** to practising inclusion and self inclusion whilst encouraging your teams to turn up as their whole selves?



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The Beeline to practicing inclusion and self inclusion whilst encouraging your teams to turn up as their whole selves:

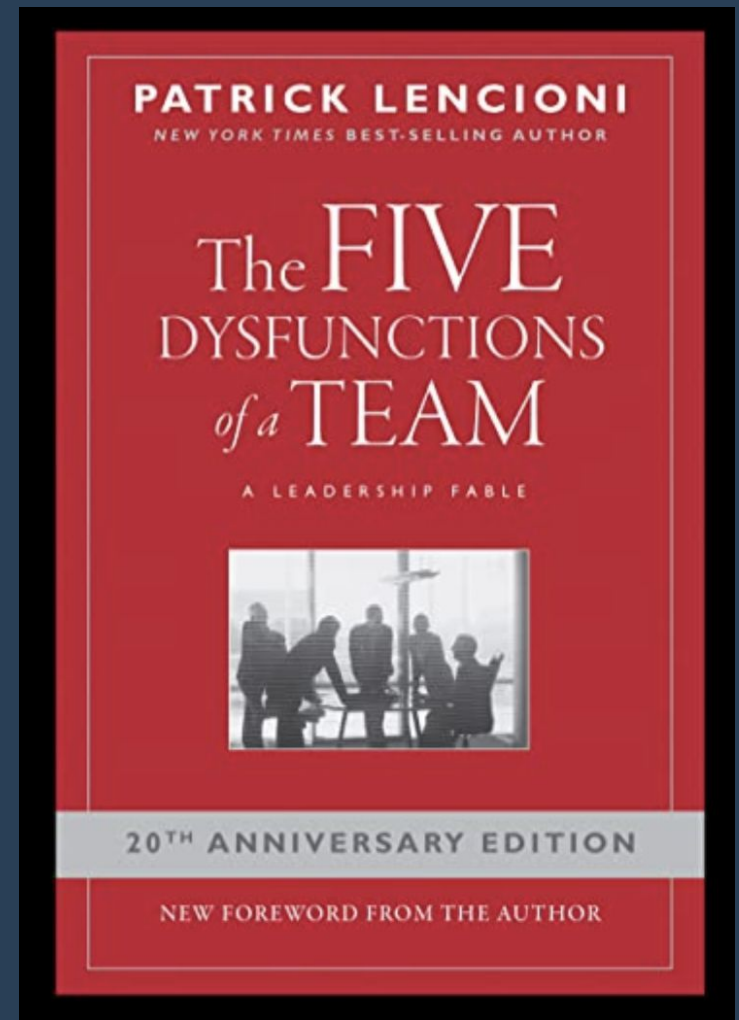
- › Reduce fear - enable people to safely express the views no-one wants to say, to ask the 'stupid' questions and to **be inquisitive**. Encourage an environment of experimentation and collaboration, where people are committed to learn and progress
- › Dangle the carrot of innovation
- › Help your teams understand **your** purpose and represent it authentically: Be clear why you are there in that organisation and in that role. Once they know and understand, it will be clearer who is behind you or not. Those that are will thrive, those that aren't will leave
- › Make your purpose a shared purpose. Help people feel part of it. Map out the goal and help them find personal alignment and therefore empower them to be part of the journey
- › Have conversations and ask questions - what does inclusion and self inclusion mean to them? Act on their responses
- › Know who you are as a leader- decide what your label is in the world and in society. This self enquiry will inspire your teams to trust you and follow you
- › Navigate your chosen spaces and conversations with your core values at the heart of everything you do.





For Reference:

The Five Dysfunctions of a Team is a business book by consultant and speaker Patrick Lencioni first published in 2002. It describes the many pitfalls that teams face as they seek to "grow together". This book explores the fundamental causes of organizational politics and team failure.



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

You can find her on LinkedIn here:

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

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