

## **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 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

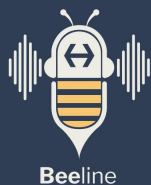
## Beeline Podcast Series 2 Episode 6

How to navigate big changes, rethinking  
failure and embrace reinvention.

**Guest:** Eleanor Tweddell

Founder of 'Another Door', Author of 'Why  
losing your job could be the best thing that  
ever happened to you'

### Notes and Resources





How to navigate big changes, rethinking failure and embrace reinvention:

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



## What bad looks like:

- › Allowing your imposter voice airtime to undermine you
- › Worrying what other people will think (who are the people? Does what they think of you really matter?)
- › Beating yourself up about the past and the decisions you made at the time
- › Putting pressure on yourself to find answers before you are ready
- › Fearing the mess of uncertainty
- › Forcing clarity on your purpose when you aren't there yet
- › Trying to please others and fulfil their expectations of you instead of your own
- › Allowing your previous or current job description to define you
- › Chasing past goals that no longer have relevance or take you where you want to go



A photograph of a white rectangular sign with a yellow diamond-shaped warning symbol in the center. The sign is attached to a metal fence with two green grommets. The background is a blurred outdoor scene with greenery and a building. A dark teal diagonal shape is overlaid on the right side of the image.

WORK IN  
PROGRESS

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



## What good looks like:

- › Being prepared to embrace the mess
- › Internally updating your CV in order to realise and acknowledge all you have achieved
- › Work with a mentor who understands your environment and can offer perspective
- › Embrace your human-ness
- › Invest in yourself - *if you continue to do what you have always done, nothing will change*
- › Find someone to help you normalise your situation
- › Think about what you actually love rather than what you are supposed to love
- › Track your career journey - the decisions you made and when you made them - what can you learn?
- › Go with the flow and see where it takes you
- › Talk to people about their experiences and be curious and open to learning
- › Create a positive script for the story you tell yourself
- › Practice empathy as much as possible, because it informs innovation and insight
- › Make decisions with your Stakeholders in mind, not your shareholders



So, what is the **Beeline** to navigating big changes, rethinking failure and embracing reinvention?



**Beeline**

## The Beeline to navigating big changes, rethinking failure and embracing reinvention:

- › Accept that just Being on the beeline is success in itself
- › Accept that you may not know what your North Star is yet
- › Go with the flow and see what happens
- › Think about how you want to live as opposed to what you want to do
- › When a door appears, open it with curiosity not fear
- › Ease off on the pressure to have all the answers now
- › Act with intention but not pressure
- › Remember - you won't lose - you will either win or learn
- › Take the time to get to know yourself, what triggers you, what your inert biases are, what has been inherited and what you can let go of
- › Be honest with yourself and others about what you don't know
- › Experiment with what you want your legacy to be and what advice you would give to your younger self







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

**You can find her on LinkedIn here:**

<https://www.linkedin.com/in/eleanor-tweddell/>

**And you can access her website here:**

<https://anotherdoor.co.uk/>

**Find Eleanor's Podcast Series here:**

<https://anotherdoor.co.uk/podcast-series>



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

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