

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 3 Episode 4 & 5

Surrendering control in order to
empower and motivate your teams

Guest: Ian Tilling OBE, Founder
and president at the Casa Ioana
Association and former president
of FEANTSA

Notes and Resources





How to surrender control in order to empower and motivate your teams:

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



What bad looks like:

- › A controlling approach where you as a leader are fixed in your goals
- › Driving towards an outcome that no longer serves what is most needed or most beneficial
- › Not learning from the people around you
- › Not empowering them to learn
- › Not setting people up to be able to respond in the moment
- › An environment where YOU are responsible for everything
- › A blame culture
- › Frustrations that break down the team
- › People enduring before they move on
- › People are set up up to fail- not seeing there could be a different way
- › People have no influence on decisions and no ownership of their role





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



What good looks like:

- › The people you support are empowered by allowing them ownership and influence
- › People have the opportunity to be creative and responsive to unique situations
- › Your stakeholders are your partners and should be included in decisions that could affect them
- › You understand the individual goals and aspirations of your team
- › You are able to raise expectations by shared and collective learning
- › Your organisation has a culture where people are encouraged and supported to find their own solutions
- › Failure is learning
- › Joy and play is encouraged and enables trust and learning
- › Teams hold each other accountable and support each other through shared experience and shared goals



So, what is the **Beeline** to surrendering control in order to empower and motivate your teams?



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The Beeline to Surrendering control in order to empower and motivate your teams :

- › Participation
- › Sit down with your teams and find out what their expectations and aspirations are.
- › Look at job satisfaction in relation to their job outcomes
- › Take onboard their perceived and actual needs in delivering what they are supposed to be delivering
- › Have the courage to step back let them do what you have employed them to do.
- › Give them the training, then the responsibility
- › Give them the opportunity to feed back and implement change - it may work different their way
- › Give regular staff appraisals - where you are also being appraised by them
- › Praise their good work and celebrate outstanding work
- › Own it when something goes wrong - what could you have done differently?
- › Delegate not abdicate
- › Safeguard and empower in equal measures





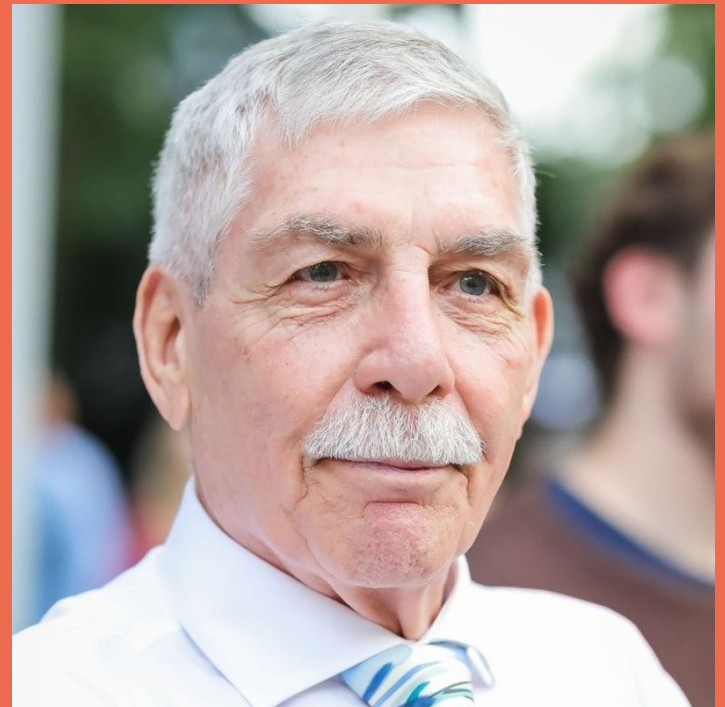
If you would like to know more about **Casa Ioana** or contact Ian about the work he does:

You can find him on LinkedIn here:

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And you can access his website here:

<https://casaioana.org/>



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

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