

## **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 3

Developing opportunities for deep  
shared learning amongst your teams

**Guest:** Theresa Destrebecq  
Host of the podcast The Leader Learner  
and founder of Emerge Book Circles

Notes and Resources





How to develop opportunities for deep, shared learning amongst your teams:

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



## What bad looks like:

- › There's no strategy or structure for learning
- › Coming together is rare and unfruitful
- › Teams feel uninspired
- › Work tasks are accepted without question or inquisitiveness
- › Learning is generic and not designed with individuals in mind
- › Learning is not talked about or shared
- › There is no space for open discussion
- › As a leader, you are not modelling the behaviour you want to see.







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



## What good looks like:

- › Learning is part of the organisation's culture
- › Learning opportunities are available to everyone
- › Those learning experiences are shared and discussed
- › There are opportunities for teams to learn from each other
- › Questions are being asked
- › Teams taking initiative and asking for what they need
- › There is excitement and energy
- › There's a willingness and an openness to experimentation
- › There's cross team collaboration
- › Learning is embraced and part of everybody's role



So, what is the **Beeline** to developing opportunities for deep, shared learning amongst your teams?



**Beeline**

**The Beeline** to developing opportunities for deep, shared learning amongst your teams :

- › Strategies for shared learning experiences that have depth, continuity and longevity
- › Make sure that debrief and evaluation is part of the strategy
- › Create the space to discuss and explore those learning experiences
- › Make sure you have the right learning tools that fit with the individual
- › As a leader you must be willing to learn, alongside your teams
- › As a leader, you show up, contribute and support







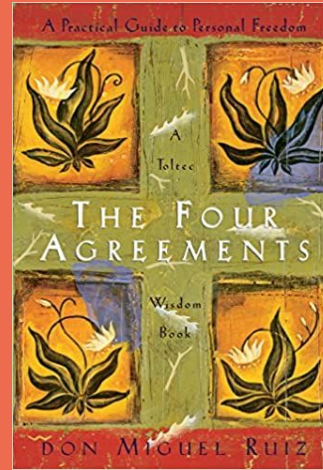
If you would like to know more or contact Theresa about the work she does:

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

[https://www.linkedin.com/in/theresa\\_destrebecq/](https://www.linkedin.com/in/theresa_destrebecq/)

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

<https://www.emergebookcircles.com/>



In *The Four Agreements*, bestselling author don Miguel Ruiz reveals the source of self-limiting beliefs that rob us of joy and create needless suffering. Based on ancient Toltec wisdom, *The Four Agreements* offer a powerful code of conduct that can rapidly transform our lives to a new experience of freedom, true happiness, and love.



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

[Contact - Consult The Hive](#)