

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 4 Episode 3

Growing and developing your business
with 'A Principled Approach' to achieve
sustainable success

Guests: **Mark Nesbitt** and **Thomas Lebor**

International Business Coaches,
Mentors & Advisors at NewLeaf



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Notes and Resources



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How to grow and develop your business with
'A Principled Approach' to
achieve sustainable success:

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

⌚ What bad looks like:

- › Churn
- › Promotions happening, because of performance NOT because of ability to lead
- › Rapid growth that is opportunistic and doesn't consider longevity
- › Lack of alignment
- › Teams straying from your principles and beliefs
- › Lack of purpose which causes multiple purposes
- › No integrity
- › Everyone has their own agenda
- › People who may be good at their job but not nice people
- › Short term goals
- › Focus on profit
- › Eroding of the culture and team by setting discriminatory incentives
- › Giving status to those who are doing well but are cutting corners which destroys trust and teamwork
- › Lack of purpose leads to perverse outcomes





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



What good looks like:

- › Commitment from your people
- › A collaborative approach
- › Healthy perspectives taking on external points of view
- › Practices in line with your vision, mission and purpose
- › Your teams share your beliefs
- › Your people feel valued and respected
- › People in the right jobs and thriving
- › Healthy relationships and friendships across teams
- › Collaboration and innovation thrives
- › As a leader you are able to step back and get out of the day to day
- › You are surrounded by people who you trust
- › You know your own limitations and have people around you who can find solutions without judgement
- › You have time to think strategically



So, what is the **Beeline** to growing and developing your business with 'A Principled Approach' to achieve sustainable success?



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The Beeline to growing and developing your business with 'A Principled Approach' to achieve sustainable success:

- › Be prepared to suffer
- › Be prepared to get rid of those who don't care and who aren't progressing your business or adding value
- › Ask for help when you need it
- › Be prepared to work hard - it's not a quick fix
- › Recognise that you only know what you know and there are other ways of doing things
- › Seek out people who inspire you to make those changes
- › Recognise that you can't make a lazy person productive.
- › Choose to focus on the purpose within your organisation and the profit will follow naturally





If you would like to know more about **Mark and Tom and** the work they do:

You can find Mark on LinkedIn here:

<https://www.linkedin.com/in/nesbittmark/>

You can find Thomas on LinkedIn here:

<https://www.linkedin.com/in/thomaslebor/>

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

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