

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 6

How to Engage your teams, bring out
the very best in them and promote joy
in the workplace

Guest: Michael Croaker, Head of
Entertainment at the Village Roadshow
Theme Park in Queensland, Australia, TV
host, Keynote Speaker and
Communication Coach

Notes and Resources



Beeline



Beeline





How to Engage your teams,
bring out the very best in
them and promote joy in the
workplace:

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

⌂ What bad looks like - As a leader:

- › There's an absence of humility within your organisation
- › There's little opportunity for growth
- › There's poor communication between teams
- › You are doing all the talking and are the loudest in the room
- › People are doing what you ask rather than showing best practice
- › Frustrations fester over time and are not communicated
- › You are the last to hear about the problems being faced
- › You have teams who aren't willing to connect or contribute collaboratively
- › There's a lack of engagement
- › People just turn up to do the job and don't display discretionary effort
- › There's a high turnover of staff
- › Everyone is busy being busy



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 overlaps the right side of the image.

WORK IN
PROGRESS

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

↻ What good looks like - As a leader:

- › Your staff show accountability
- › Your teams are living the mission and values of your organisation and bringing them to life in all they do
- › Everyone is encouraged and capable of finding creative solutions
- › Decisions are made and things get done without fear of failure
- › There is evidence of good healthy relationships and friendships within your organisation
- › You see some emotional, connected and impassioned moments
- › There are shared stories that lift morale within the culture of the organisation
- › People demonstrate discretionary effort
- › You are aware of your own triggers and activators
- › You know yourself, your style and your input and how it affects others.
- › You are aware of the impact you have on your teams and their happiness



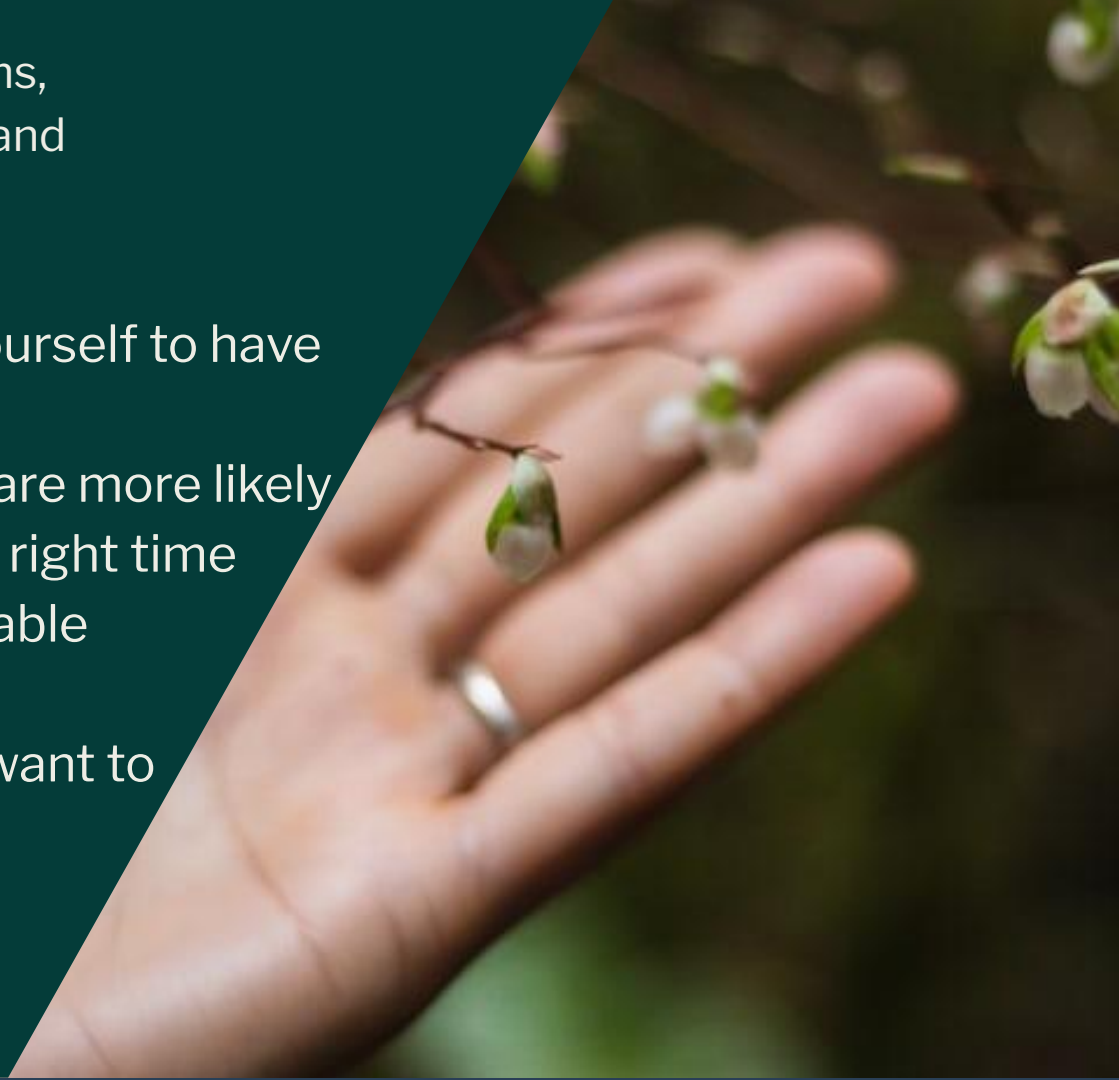
So, what is the **Beeline** to
Engaging your teams,
bringing out the very best in
them and promoting joy in
the workplace?



Beeline

The Beeline to Engaging your teams,
bringing out the very best in them and
promoting joy in the workplace:

- › Listen actively and allow yourself to have your opinion changed
- › Be in the moment and you are more likely to say the right thing at the right time
- › Allow yourself to be vulnerable
- › Make it short fast and fun
- › Reflect the behaviour you want to see in others
- › Encourage shared stories





If you would like to know more or contact Michael about the work he does:

You can find him on LinkedIn here:

<https://www.linkedin.com/in/michael-croaker-04b72145/>

You can access his website here:

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



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

Contact - Consult The Hive