

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

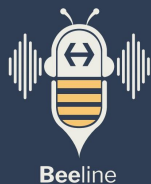
The Hive

Transforming working cultures to
deliver results that matter

Beeline Podcast
Season 4 Episode 4
Pollinating your organisation for
transformative growth

Guest: Michael Frino
and Katie Desiderio, Co - authors
of 'The Beekeeper' &
experts in organisational
leadership

Notes and Resources





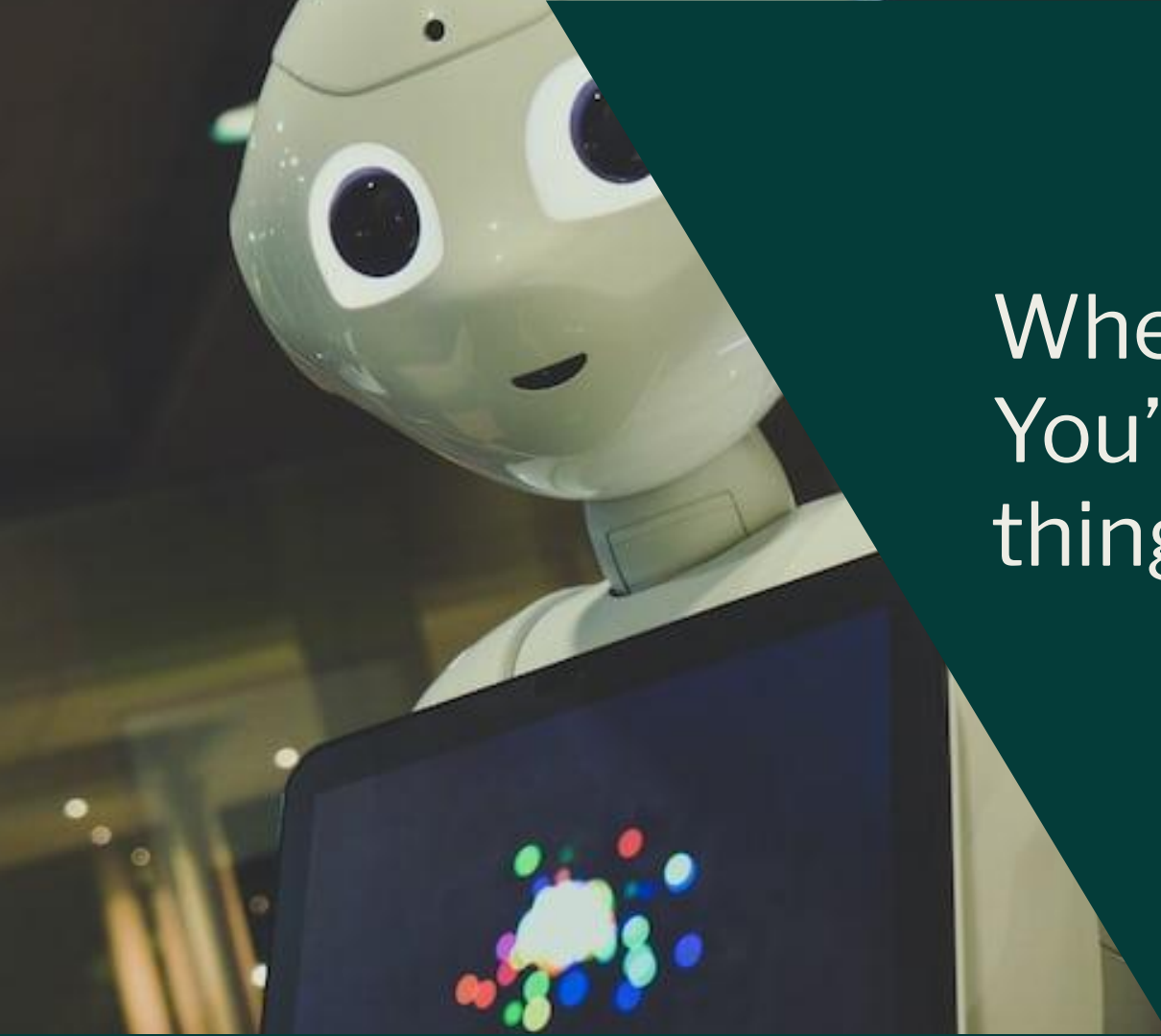
How to pollinate your organisation for transformative growth:

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

↻ What bad looks like:

- › Tokenism which allows no space for deep inclusivity
- › The need to keep those on the lower levels of management in their place
- › A blinkered view of your employees and what they are capable of
- › Showing up with a fixed mindset
- › Fear of allowing other opinions to rock the status quo
- › Control is your primary leadership tool
- › People are working in silo and unseen
- › There is speculation and gossip
- › Values aren't clear or imbedded in the business
- › There are few opportunities for people to share knowledge and have healthy discussions
- › Statistics are presented, not shared





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



What good looks like:

- › People are encouraged to lead from every seat
- › Diversity is welcomed and embraced throughout the organisation
- › Barriers are removed in order to let people pollinate
- › Teams and individuals are allowed to challenge the status quo
- › You are prepared to unlearn and learn new things
- › Change is encouraged and welcomed
- › As a leader you contribute to the conversations rather than directing them
- › Encourage everyone to show up with a curious mindset
- › Be prepared to change your lens
- › Vulnerability is accepted and applauded
- › Individuals feel empowered to grow and learn
- › Knowledge is shared and celebrated



So, what is the **Beeline**
to pollinating your
organisation for
transformative growth?



Beeline

The Beeline to pollinating your organisation for transformative growth:

- › Being proximal and at the centre of your organisations learning and growth
- › Be prepared to hear all voices and come in with a learners mindset
- › Read 'The Beekeeper'!
- › Be Curious
- › Be growth minded
- › Be present
- › Create your own 'Be' mindsets
- › Listen to understand rather than to respond
- › Author the pages of your story mindfully and intentionally





If you would like to know more or contact Michael and Katie about the work they do:

You can find Katie on LinkedIn here:

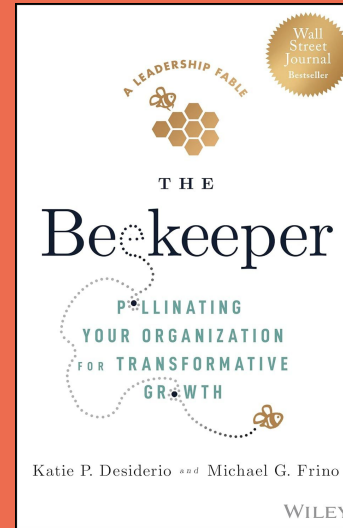
<https://www.linkedin.com/in/katie-p-desiderio-mba-phd/>

You can find Michael on LinkedIn here:

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

You can access their website here:

<https://leadershipfables.com/>



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

[Contact - Consult The Hive](#)