

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 5 & 6

How to successfully
embed D,E&I into your
organisation

Guest: Nadya Powell
Co-Founder of Utopia

Notes and Resources





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



What bad looks like:

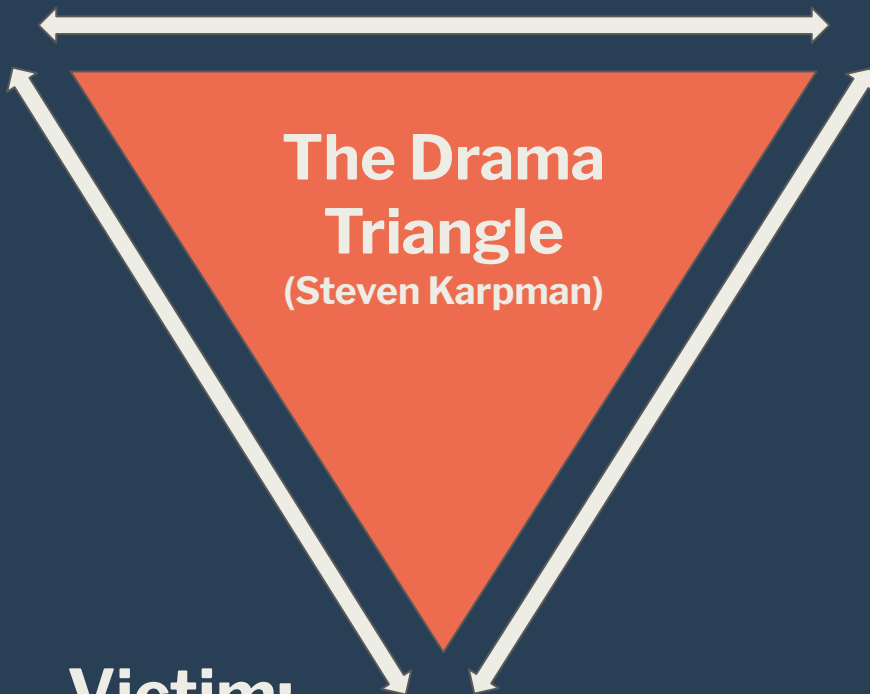
- › People are stuck in their own echo chambers of belief
- › You are looking for a quick fix to tick the box
- › There's no concept of the history behind DE&I
- › Lack of buy in from senior teams
- › Neglecting the prep work and going in cold
- › Not understanding the depth of human belief and where it originates
- › People get confused, upset and flustered because you are challenging their fundamental beliefs
- › Mandatory training that suggests the way people think is wrong
- › People seeing the training as a criticism of who they are
- › Falling into the drama triangle (see next page) where no good can prevail
- › Struggling to retain talent or attract it
- › Employees feel isolated and misunderstood
- › People are not held accountable for their behaviour towards each other





Rescuer:

'Saves' people they see as vulnerable, works hard, offers 'help' unasked for



Persecutor:

Unaware of their own power and therefore discounting it. Power used is negative and often destructive

Victim:

Overwhelmed by own vulnerability, doesn't take responsibility for own situation



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



What good looks like:

- › DE&I is weaved into the purpose of your organisation
- › Leaders and ground roots are warmed up to the culture change
- › Cultural Intelligence is abundant in your organisation (CQ)
- › Understanding that the world is not getting harder - it is getting fairer and more equitable
- › People are calling 'in' (As opposed to calling out)
- › People are using micro affirmations
- › There is an understanding that lack of awareness is not at fault - it is the way we were trained, educated.
- › As a leader you see opinion as data which you collect in order to inform your decision making
- › Everyone understands that change takes time and investment from everyone
- › You and your leaders engage the marginalised communities in strategic conversations
- › All voices are listened to and considered
- › DEI is written into your organisations vision, mission, values and purpose
- › You recognise that if you don't change - you may not have a viable business in 10 years time.



So, what is the **Beeline** to successfully embedding DE&I into your organisation?



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The Beeline to embedding DE&I into your organisation:

- › Be prepared for long intentional work
- › Get your leaders, people managers and ground troops on board
- › Create a long term strategy which includes KPI's
- › Engage your marginalised communities
- › Talk about the difficult subjects
- › Warm the organisation up to the change before you start to implement it by including everyone in the decision making
- › Recognise there is no quick fix. This is going to take several years.
- › Encourage your employees to develop their CQ (cultural intelligence)
- › Educate yourself
- › Recognise that DE&I is a culture change exercise, not a training programme
- › Pause before you respond, you don't need to have an opinion - you **can** just empathise
- › Bring everything back to values
- › Get over yourself!



Nadya's top picks for growing your Cultural Intelligence:



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Books:

To my Trans Sisters - Edited by
Charlie Craggs

*Generation M, young Muslims
Changing the World* - by Shelina
Janmohamed

Film/ Documentary:

Crip Camp - A disability Revolution -
A netflix Original



If you would like to know more about **Nadya and** the work she does:

You can find her on LinkedIn here:

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

You can access the Utopia website here:

<https://www.weareutopia.co/>

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

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