



MEANWHILE AT THE HIVE...

ISSUE 1
AUGUST 2026
HINS001N.001

First, We Have to Listen...



We spend a lot of time thinking about what we want to say. How do we share our expertise? What should we present?

Over the last few months, we've been reminded of the value of doing the opposite.

Listening.

To people, places, experience, history and, perhaps most importantly, to the room we are in rather than the one we planned for.

From conversations close to home to rooms thousands of miles away, some of the most useful moments haven't come from having the answer. ***They've come from being interested enough to hear what comes back***



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Two Rooms, Two Reasons to Listen...

What do you do when you walk into a room to support coaches, but don't yet know what the room needs?

A room of Premier League coaches from Zanzibar, a few hours together, and little knowledge of their world.

Arriving without a fully formed session felt scary, but it was the only sensible thing we could do.

So, we started by listening. **Tell us about your world. What matters to you?**

There's an old idea that if you have six hours to cut down a tree, spend the first four sharpening your axe.

The time spent understanding the room wasn't time taken from learning. In our opinion, this is what allowed learning to happen.



What do you get when you lock a group of experts in a room with no agenda?

Well, in our experience, you get fantastic debate.

For our Coach Development Sprint, we brought together different experiences and perspectives around a shared challenge.

No presentations or pre-written framework. Just a question, plenty of coffee (and some branded biscuits), a few flipcharts and enough time to disagree.

Perhaps our job isn't always to provide the expertise. Sometimes it's to **create the conditions for expertise to collide; and listen to what emerges.**

Thanks to our good friends at UA92 for hosting us.



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Listening to the Game

What happens when nobody agrees what football should be?

Well, actually you create pretty much every form of football we know today.

While developing our first Hive Heritage lecture, ***Football's Family Tree***, we've been reminded that the game wasn't simply invented. It was argued over.

Different rules, traditions and ideas. People met, disagreed, compromised and borrowed from each other, and occasionally went away and played something completely different.

The result wasn't one game, but many. And they're all still evolving. Maybe listening doesn't mean agreeing. **Sometimes the disagreement is the interesting bit.**



Upcoming Events

GM Sports Exchange
Football Family Tree
World Cup Review & Discussion
The 90% We Don't See

Confessions (It is good for the soul!)

“ I recently delivered part of a coaching session in Swahili.

#001 My Swahili was (very) questionable.
My confidence was not.

These two things should probably have been more closely related. ”

“ Sometimes, when I'm not really listening, I get halfway through an answer and realise:

#002 a) I'm not entirely sure what the question was, and
b) I have no idea where my answer is going. ”



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