

THE GUY OSMOND PODCAST*

(*AS YET UNTITLED)

WITH SPECIAL GUEST: SIMONE FENTON-JARVIS

HUMANS, HAND GRENADES AND DIGGING DEEP: RETHINKING WORKFORCE AND WORKPLACE RELATIONSHIPS

PASSIONATE ABOUT CREATING HUMAN-CENTRIC WORKPLACES

IT'S ALL ABOUT PEOPLE

MUCH MORE IMPORTANT SINCE COVID

PEOPLE WANT TO BE TREATED AS INDIVIDUALS

YOU CAN'T JUST THROW THINGS AT PEOPLE

EVERYONE IS ON THEIR OWN JOURNEY

BUSINESSES KNOW THE DIRECTION OF TRAVEL THEY JUST NEED HELP KNOWING WHAT TO DO OR HOW TO GET THERE

GIVE THEM SOMETHING TO THINK ABOUT

OR WHAT THEY ARE ASKING FOR

IT TAKES LEADERSHIP IS THERE A GAP BETWEEN WHAT LEADERS SAY AND WHAT EMPLOYEES EXPERIENCE

DOES WHAT YOU MEASURE REFLECT YOUR PURPOSE?

IF YOU ARE GROWING BUT YOUR EMISSIONS HAVE GONE UP AND EVERYONE HAS TO BE IN... IS THAT SUCCESS?

RE-THINK WHAT COMPANIES MEASURE E.G.: IMPACT ON THE PLANET

BUT... BUSINESSES MAY NEED TO REALISE PROPERTY INVESTMENTS SO BUMS ON SEATS MAY BE AN ISSUE

IF PEOPLE ARE PRODUCTIVE, IT'S IRRELEVANT WHERE THEY WORK

YOU NEED GOOD CORE MEASURES OF PRODUCTIVITY

WORKPLACE SUCCESS CAN'T BE MEASURED BY BUMS ON SEATS

CONSIDER WHAT PEOPLE NEED VERSUS WHAT PEOPLE WANT

THE LEADERS ACTIONS NEED TO MATCH THEIR WORDS

THE WHOLE SCENARIO LOOKS LIKE SWISS CHEESE

DISTANCE FROM THE CENTRE CAN LEAD TO DILUTION OF THE MESSAGE

THE MODERN LEADER'S CORE SKILLS SHOULD BE TO COMMUNICATE AND CONNECT

WHERE CHANGE IS CONCERNED WE GET TOO FOCUSED ON RESULTS TAKE PEOPLE ON THE JOURNEY

AND COMMUNICATE THE WHY

WE NEED INNOVATION AND METRICS TO ENCOURAGE IT... YOU CAN'T JUST REINVENT THE WHEEL

SMART CHAIRS WOULD BE INNOVATION

SMART METRICS TOO! WHAT SORT OF COMPANY DO YOU WANT TO BE? SECOND PLACE OR FIRST DISRUPTOR?

IS WORKING FROM HOME HIDING SICKNESS?

WE ARE ALL HUMAN WITH DIFFERENT NEEDS

GENERATIONS SHOULDN'T BE SEEN AS A DIVIDING FACTOR

ESG AND DEI ARE DRIVING RESPONSIBLE BUSINESSES TO FOSTER A SENSE OF BELONGING

BE CLEAR ON WHY YOU'RE THERE: YOU POSE NO THREAT

HOW CAN YOU GET PEOPLE TO TELL IT LIKE IT IS?

BE HONEST AND OPEN YOURSELF UP FIRST

BE DIRECT: GET TO THE ROOT OF THINGS

HOW ARE YOU GOING TO BE TALKED ABOUT?

YOU CAN'T CLAIM EXPERTISE IN THEIR ORGANISATION

CHALLENGE THE STATUS QUO BUT APPRECIATE THE CONTEXT

BE DELIBERATE ABOUT DISRUPTION BUT BE A GOOD REBEL: DISRUPT CONSIDERATELY

DO IT WITH POSITIVE INTENT

WE NEED TO LOOK UP FROM OUR SCREENS

FIND MORE SOCIAL CONNECTION AND UNDERSTAND WHAT WE NEED FROM IT

TECHNOLOGY ENABLES US TO KEEP IN TOUCH

FRIENDSHIPS THAT ALLOW US TO SAY F* OFF! WITH LOVE (CAN YOU JUST PICK UP WHERE YOU LEFT OFF?)

BE THE CONSULTANT THAT LIFTS EVERYONE UP GUIDING THEM THROUGH INSTABILITY

HELP THEM BE OPEN TO FAILURE AND MEASURED RISK-TAKING

WHILE YOU'RE HERE... BUY SIMONE'S BOOK: "THE HUMAN-CENTRIC WORKPLACE" ENABLING PEOPLE, COMMUNITIES AND OUR PLANET TO THRIVE

SEEK TO HELP PEOPLE THRIVE

IT SHOULD BE A PRODUCTIVE PROCESS: IT'S NOT A SNOWFLAKE THING!

YOU NEED A TRIBE TO SUPPORT AND CHALLENGE YOU

30 MINS

40 MINS

20 MINS