

THE GUY OSMOND PODCAST *

*AS YET, AND ALWAYS, UNTITLED

WITH SPECIAL GUEST **GRAHAM COATH**

REFLECTIONS
AFTER THE
FIRST TEN
EPISODES

LET'S START
BY SPENDING
SOME OF
GUY'S MONEY!

TELL US
YOUR
FAVOURITE
BIT...
FOR SOME
GAMIFICATION

AND YOU
COULD WIN
A **T-SHIRT!**

NOW,
TO EXPLORE
THE
MAIN
THEMES
THAT HAVE
EMERGED

SUCH AS
DETACHMENT
STEPPING BACK
AND TAKING A
GOOD LOOK AT
WHAT YOU'RE DOING
AND
WHERE YOU'RE GOING

WE ARE
ALL GOING
THROUGH
SIGNIFICANT
CHANGE

CULTURE
BECOMING
LESS
TANGIBLE
LEADERS
ARE
DISCONNECTED

FIND
SOMEONE
IN THE
MIDST OF
THE BUSINESS
WHO KNOWS
WHAT'S REALLY
GOING ON?

ESPECIALLY
AS YOU GET
FURTHER
FROM THE
CORE

AND THERE
ARE EVEN
DIFFERENCES
WITHIN
ORGANISATIONS

WE HAVE TO
MANAGE
ACROSS
DIFFERENT
REGULATORY
JURISDICTIONS

TENDING
TO APPLY
STEREOTYPES
WHEN WE
LACK
UNDERSTANDING

OUR
UNDERSTANDING
OF
LEADERSHIP
IS
CULTURALLY
NARROW

MANAGERS
NEED
TRAINING
AND
GUIDANCE

IF YOU
CAN'T
SEE
PEOPLE
YOU NEED TO
MANAGE
BY OUTPUTS
THERE'S NO IN/OUT
TEAM ANYMORE

THERE
IS
PRESSURE
FROM ALL
DIRECTIONS
YET THEY ARE
MINDFUL OF
WELL BEING

WE ARE
ASKING
THEM TO
DO MORE
WITH LESS

THEY KNOW
WHAT'S
ACTUALLY
HAPPENING
IS IT A
MIDDLE
MANAGEMENT
PROBLEM?

ASK THE
TEA LADY
OR SOMEONE
FROM THE
POST ROOM

OR SOMEONE ON
RECEPTION

GLOBAL CHANGE
PROGRAMMES
THEREFORE
RARELY WORK

LOCAL CONSIDERATIONS
START TO
ERODE
THE PLAN
A CULTURE
OF **BAREFOOT**
PPE!

WE ARE
SEEING THE
RISE OF THE
DIGITAL NOMAD

IF YOU
BUILD FOR
THE
MINORITY
IT WILL GENERALLY
WORK FOR
THE
MAJORITY

LIKE
DICTATION
FOR EMAILS
INCLUSION
HELPS
EVERYONE

THE PACE OF
TECHNOLOGICAL
CHANGE
AI IS HERE
AND YOU'RE
PROBABLY
ALREADY
USING IT

IT CAN HELP
REDUCE THE
STRESS OF
WORKLOADS

HELPING PEOPLE
LIVE
HAPPIER
HEALTHIER
LIVES
AND HELPING
PEOPLE WITH
DISABILITIES
LIVE
FULLER
LIVES

AND **RAISING**
AWARENESS

UNDERSTAND
WHAT PEOPLE
CAN DO
NOT WHAT
THEY CAN'T

WOULD YOU
RECOMMEND
YOUR EMPLOYER
TO A FAMILY
MEMBER?

TO UNDERSTAND
HOW WE
MIGHT
WORK
BETTER
TOGETHER

WE HAVE
TOOLS TO
MAP PEOPLE
WHERE
THEY ARE

PEOPLE MAY TRY
TO GAME THE SYSTEM
BUT WE CAN
RECOGNISE WE ALL
HAVE **DIFFERENT**
CHARACTERISTICS

YOU GET
MORE
CREATIVITY
AND
BETTER
THINKING

EDI
IS REALLY
AN INVESTMENT
IN YOUR
BUSINESS

ORGANISATIONS
FIND IT HARD
TO **KEEP**
GOOD PEOPLE
AND IT'S EVEN
HARDER TO
FIND THEM
IN THE
FIRST PLACE

IT SHOULDN'T
BE ABOUT
COMPLIANCE,
IT'S ABOUT
MAXIMIZING
THE TALENT
YOU'VE GOT

THE TERM
EDI
ALIGNS
WITH
UK
LEGISLATION
AND HAS
EQUALITY
FIRST
*OR EQUITY

NEURODIVERSITY
IS A DIFFERENT
WAY OF THINKING
AND BUSINESSES
NEED THAT

SUPPORT
PEOPLE SO THEY CAN
EXCEL AT WHAT THEY
ARE **GOOD AT**

IT'S NOT
A GENERATIONAL
THING:
PEOPLE WANT TO
WORK FOR AN
ORGANISATION
WHOSE
PURPOSE
AND
VALUES
ALIGN WITH
THEIR OWN

THEY CARE
HOW YOU TREAT
YOUR EMPLOYEES
YOUR SUPPLIERS
YOUR CUSTOMERS
THEY DON'T CARE
ABOUT YOUR
CHRISTMAS
LUNCH ON
LINKEDIN

WE ALL
HAVE A
LINE IN
THE SAND

IT CAN'T
JUST BE
POSTERS
OR
SCREENS
WE CARE
IT'S IN THE
ACTIONS AND
BEHAVIOURS

IT'S LIKE
BUYING A HOUSE
YOU GET
A **VIBE**

NOT JUST
WHAT YOU
SEE ON
SOCIAL
MEDIA

KEEP YOUR WORD!
SOCIAL MEDIA
IS COMPELLING
BUT YOU COULD
LOSE CONTROL

WHAT TO
DO WITH
IT ALL?
OVERWHELM

WE MUST
BE
WARY
AND
WATCHFUL

BUSINESSES
BECOME
ADDICTED
TO HOW
THEY ARE
PERCEIVED
AND FORGET
THEIR
STRATEGY
OR
PURPOSE

TECHNOLOGY IS
JUST A TOOL
WE WANT
TO WIN
HEARTS
AND
MINDS
DON'T BE
TOO SHAME TO
SEE THE
WRITING
ON THE WALL!
GET OUT OF
THE
ECHO CHAMBER
AND DON'T
BELIEVE YOUR
OWN
BS

SOME PEOPLE
SIMPLY SEE
WORK AS A
NECESSARY
EVIL

WE END
WITH
HAPPINESS
IT'S A
FUNDAMENTAL
RIGHT
BUT SOME
PEOPLE FEEL
THEY DON'T
HAVE THAT

TOO MUCH
COMMS
JUST **FADES**
INTO THE
BACKGROUND
OR PEOPLE
FEEL
A SENSE OF
OVERLOAD

"CORPORATE
COMMUNICATIONS
IS AN
OXYMORON"
YOU NEED
TO KEEP IT
FRESH

MOST ORGANISATIONS
DON'T WANT TO
KNOW WHEN
THEY'RE DOING
THINGS **WRONG**

IT TAKES
BRAGGERY
TO BRING IN
A **DISRUPTOR**

REALLY
KNOW
WHAT
YOU'RE
TRYING
TO SOLVE

IT REQUIRES
GOOD
COMMUNICATION
SKILLS
KNOWING
COLLECTIVELY
WHAT'S
GOOD FOR
US

WE ARE
OVERDUE
A
SHAKE UP
SOME
GOOD
DISRUPTION
THROUGH UNDERSTANDING
YOUR PEOPLE AND
WHERE YOU
WANT TO
GET TO

GAME
CHANGERS
WILL COME
FROM
NOWHERE

STRIVE TO
MAXIMISE
ENJOYMENT
AND
ACHIEVEMENT
AT HOME
AND AT WORK

DON'T LET
YOUR
RESEARCH
DISTRACT YOU
FROM THE
REAL WORLD

AND DON'T
WALK AWAY
FROM PEOPLE
YOU **DISAGREE**
WITH...
... INVITE THEM
ON YOUR
PODCAST
INSTEAD!