

THE GUY OSMOND PODCAST

* FOREVER UNTITLED

WITH SPECIAL GUEST: **KIRSTY ANGERER**
"THE TRAVELLING ERGONOMIST"

SO MUCH HAS CHANGED!



AND NOT JUST BECAUSE OF COVID

PEOPLE HAVE ABANDONED DSE ASSESSMENTS



A MORE FRUITFUL FOCUS ON HOMEWORKING AND ERGONOMICS DURING THE PANDEMIC

HELPING DEFINE WELLBEING AND POSTURE BETTER



THERE'S MORE AWARENESS OF RIGHTS AND EQUIPMENT NEEDS

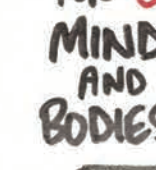


AND EMPLOYER SUPPORT REQUIREMENTS

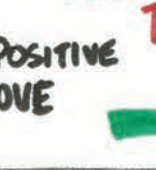


BUT!

WE DO HAVE RESPONSIBILITY FOR OUR OWN MINDS AND BODIES



HOMWORKING WORKS, FOR THOSE CHOOSING TO DO IT



CUTTING THE COMMUTE AND CONGESTION



LEAVING BETTER THAN WHEN YOU CAME IN



HELPING DRAW PEOPLE IN



COME AND BE HEALTHY!



A DELIBERATE PEOPLE FOCUSED STRATEGY



GSK: ELEVATING THE WORK EXPERIENCE WITH TRUE INNOVATION



BUT IS 5 DAYS IN THE OFFICE REALLY BEST FOR THAT?

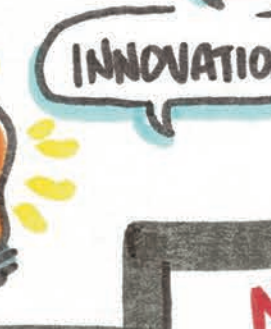
HYBRID MIGHT WORK JUST AS WELL



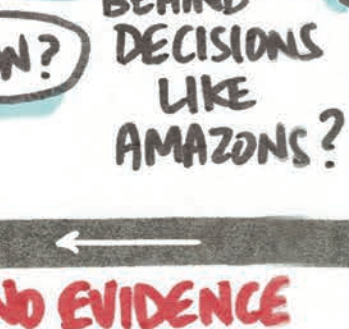
WHEN PEOPLE ARE TOGETHER IDEAS FLOW BETTER



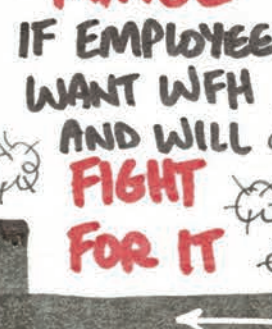
REVENUE? PRODUCTIVITY? INNOVATION?



WHERE IS THE SCIENCE AND DATA BEHIND DECISIONS LIKE AMAZONS?



WILL THE JOB MARKET SLOW? MAYBE IF EMPLOYEES WANT WFH AND WILL FIGHT FOR IT



HOPING TO GROW THE BUSINESS



AMAZON WANT PEOPLE BACK IT'S ALL ABOUT TALENT: ATTRACTING AND RETAINING THEM



THE AMAZON STORY MIGHT JUST BE HYPE



SOME MAY FOLLOW... BUT OTHERS WON'T WANT TO BE SILOED



THE NEW LABOUR GOVERNMENT MAY BE MORE RELAXED ABOUT WFH



WHAT IS THE DATA REALLY TELLING US? WORKING FROM HOME PROVIDES A BETTER EXPERIENCE FOR EMPLOYEES



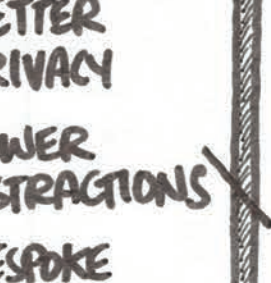
1.4 MILLION EMPLOYEES IN 100 COUNTRIES AGREE



BETTER PRIVACY FEWER DISTRACTIONS BESPOKE SPACE SOME ACTIVITIES ARE BETTER SUPPORTED IN THE OFFICE...



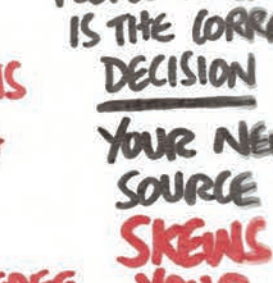
...SUCH AS MAKING CONNECTIONS LEARNING FROM OTHERS KNOWLEDGE SHARING



NO EVIDENCE THAT BRINGING PEOPLE BACK IS THE CORRECT DECISION YOUR NEWS SOURCE SKEWS YOUR THINKING



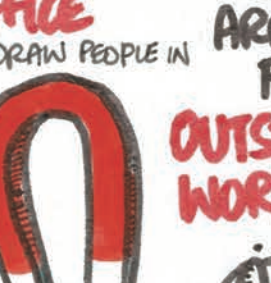
A MAGNETIC OFFICE TO DRAW PEOPLE IN



PEOPLE ARE LOOKING FOR OUTSTANDING WORKPLACES THAT BRIDGE THE GAP BETWEEN HOME AND OFFICE EXPERIENCES



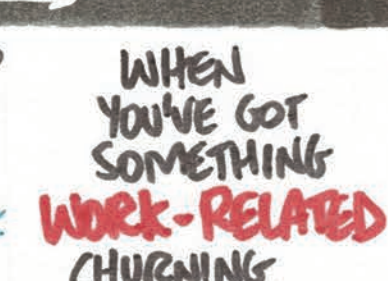
IT NEEDS TO BE A COMPELLING ENVIRONMENT



BUT USE THE OFFICE TO DODGE PEDESTRIANS DISTRACTED BY THEIR PHONES



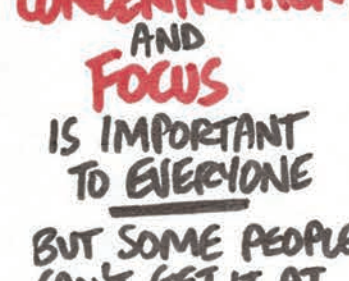
WHEN YOU'VE GOT SOMETHING CHURNING IN YOUR HEAD



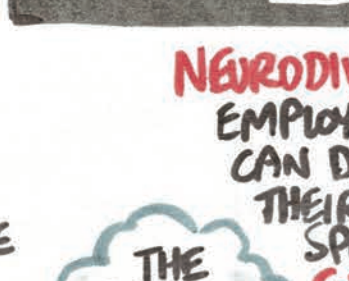
SOMETIMES YOU NEED TO GO OUT AND WALK THE DOG



CONCENTRATION AND FOCUS IS IMPORTANT TO EVERYONE BUT SOME PEOPLE CAN'T GET IT AT HOME EG: FLATSHARES



NEURODIVERGENT EMPLOYEES WFH CAN DESIGN THEIR OWN SPACE TO SUIT THEIR NEEDS



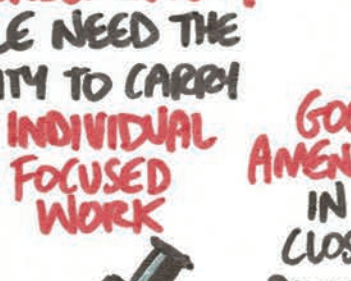
ONCE YOU KNOW WHAT YOU WANT PEOPLE TO DO IN THE SPACE YOU CAN THEN CONSIDER THE FEATURES



OVERWHELMINGLY PEOPLE NEED THE ABILITY TO CARRY OUT INDIVIDUAL FOCUSED WORK



TEA AND COFFEE ARE A REAL PULL



GOOD AMENITIES IN CLOSE PROXIMITY



THE TECH HAS TO BE FANTASTIC



AND THERE ARE PHONE BOOTHS AT THE OFFICE!



TO GET YOUR THOUGHTS IN A ROW



A CONSIDERATION FOR NOISE LEVELS



PEOPLE ARE DISTRACTED



BE AWARE OF THE ACOUSTIC PROPERTIES OF WHAT YOU PUT IN THE OFFICE



PEOPLE DON'T USE FURNITURE THE WAY IT'S INTENDED



MODERN OFFICES ARE QUIETER BUT STILL NOISY



DIFFERENT BEHAVIOURS EVOLVE AND NOT ALWAYS GOOD FOR THEM



20-30 YEARS OF RESEARCH SHOW IT IS A PROBLEM



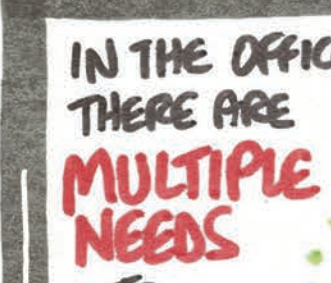
BUT IT'S ONLY RECENTLY BEING ACTED UPON



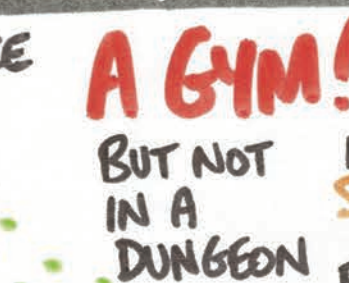
A PARTICULAR PROBLEM FOR THE NEURODIVERSE



IN THE OFFICE THERE ARE MULTIPLE NEEDS TO ACCOMMODATE SUCH AS AIR QUALITY



A GYM! BUT NOT IN A DUNGEON



A VERTICAL ACRE OF PRODUCE FOR EMPLOYEES AND THE COMMUNITY



IN THE SUNLIGHT AT THE FOREFRONT TO SHOW IT'S A PRIORITY



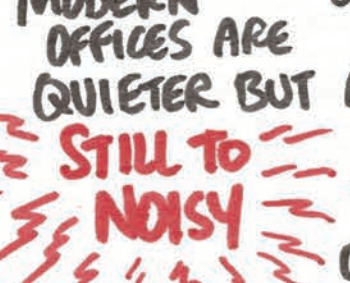
2/3 OF ORGANISATIONS DON'T KNOW WHAT TO DO ABOUT IT



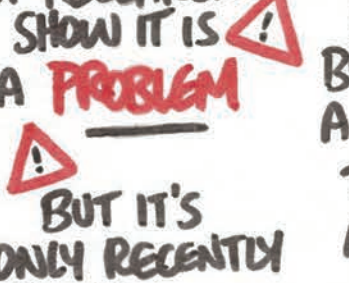
PEOPLE ARE DISTRACTED



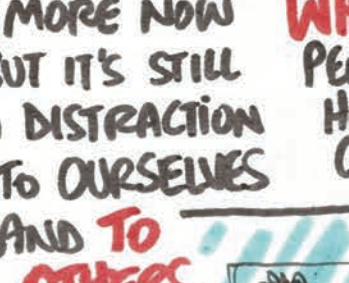
BE AWARE OF THE ACOUSTIC PROPERTIES OF WHAT YOU PUT IN THE OFFICE



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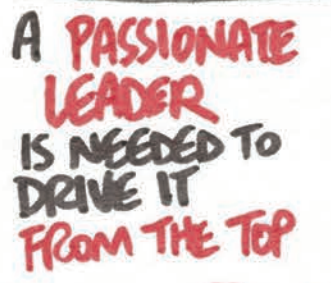
DIFFERENT BEHAVIOURS EVOLVE AND NOT ALWAYS GOOD FOR THEM



20-30 YEARS OF RESEARCH SHOW IT IS A PROBLEM



A PASSIONATE LEADER IS NEEDED TO DRIVE IT FROM THE TOP



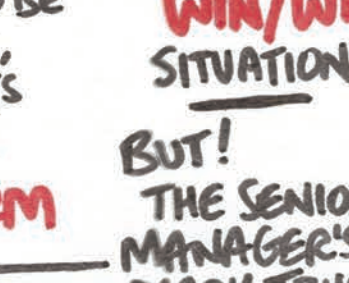
WHATEVER YOU DO WELLBEING SHOULD BE A CENTRAL MOTIVATOR



DO SENIOR PEOPLE REALLY KNOW WHAT IT TAKES?



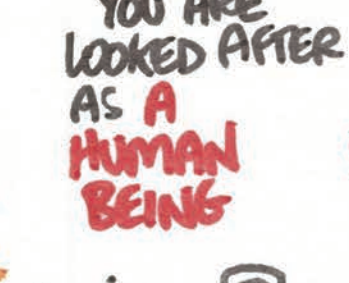
IF YOU GET IT RIGHT PEOPLE WILL THINK YOUR OFFICE IS A COFFEE SHOP



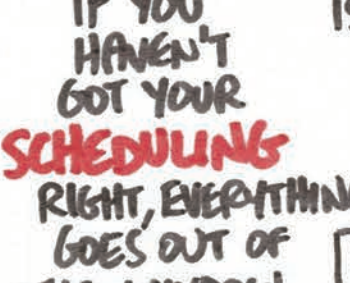
IT'S A WIN/WIN SITUATION BUT! THE SENIOR MANAGER'S DIARY TRUMPS EVERYTHING...



YOU CAN BE MORE EFFECTIVE



YOU ARE LOOKED AFTER AS A HUMAN BEING



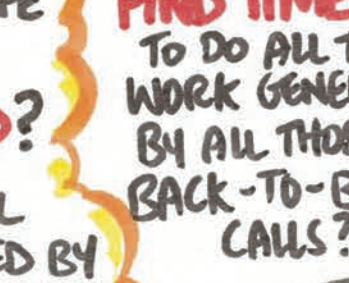
IF YOU HAVEN'T GOT YOUR SCHEDULING RIGHT, EVERYTHING GOES OUT OF THE WINDOW



THE CRUX OF THE PROBLEM IS REALLY WORK DESIGN



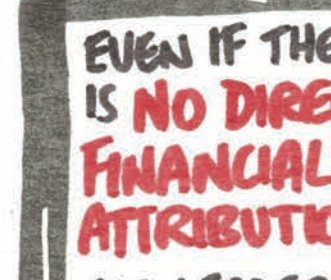
HAS WORK/LIFE REALLY CHANGED? WE'RE ALL SUCCEMBED BY NEW PRODUCTS NEW DESIGN INNOVATIONS AI ETC...



HOW DO YOU FIND TIME TO DO ALL THE WORK GENERATED BY ALL THOSE BACK-TO-BACK CALLS?



EVEN IF THERE IS NO DIRECT FINANCIAL ATTRIBUTION THE LEADER MAKES THE DIFFERENCE ESPECIALLY IF IT'S THE CFO!



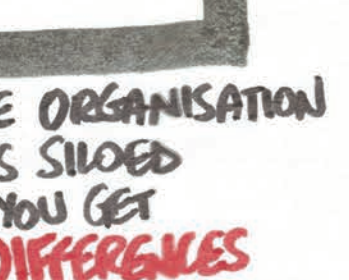
YOU CAN DELEGATE TO MIDDLE MANAGERS BUT THEY CAN ONLY INFLUENCE THEIR PIECE OF THE JIGSAW PUZZLE



IF THE ORGANISATION IS SILOED YOU GET DIFFERENCES BY DEPARTMENT



WE HAVE A DECADES-OLD DEFINITION



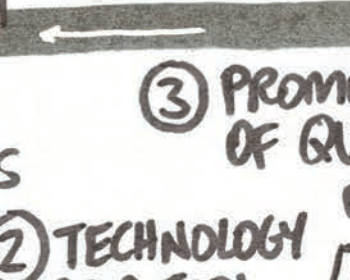
5 CORE VALUES OF ERGONOMICS AND HUMAN FACTORS



1 HUMANS AS ASSETS



2 TECHNOLOGY AS A TOOL TO ASSIST HUMANS



3 PROMOTION OF QUALITY OF LIFE



4 RESPECT FOR INDIVIDUAL DIFFERENCES



5 RESPONSIBILITY TO ALL STAKEHOLDERS



WITH THESE CORE VALUES WHY WOULD YOU NOT WANT TO ENTER THIS WORLD?



AND BENEFIT YOUR EMPLOYEES AND THE OVERALL EMPLOYEE EXPERIENCE

