

# THE GUY OSMOND PODCAST

WITH SPECIAL GUESTS:

PAIGE HODSMAN  
REBECCA O'DWYER

THE IMPORTANCE  
OF **BEING HEARD**

RESEARCH  
PROMPTED  
BY A QUERY  
FROM IAN SMITH

WOMEN REPORT  
FEELING  
THEY  
AREN'T  
BEING  
HEARD

THERE IS SOMETHING  
HAPPENING  
ON  
**MANY LEVELS**

HEARD BUT  
NOT LISTENED TO?  
IS IT  
**PHYSICAL?**  
OR IS IT  
**ACOUSTIC?**

OR JUST  
LISTENED TO  
BUT  
NOT  
UNDERSTOOD?  
**IGNORED?**

RAISING  
AWARENESS  
OF THIS  
TOPIC  
WILL MAKE  
BUSINESSES  
**MORE EFFECTIVE**

WE NEED  
MORE  
**INCLUSIVE MEETINGS**

IT'S ABOUT  
LEARNING TO  
BE **MORE RESPECTFUL**  
TO EACH OTHER

THE  
**WHY:**  
IT AFFECTS  
**DECISION MAKING**

HOW  
DO WE  
LISTEN  
AND WHAT  
MAKES A  
**GOOD LISTENER**

**COMMUNICATION**  
IS SO IMPORTANT  
IN THE WORKPLACE  
BUT WE FOCUS  
ON THE  
**GIVING NOT THE RECEIVING**

**BROCREATION:**  
A MAN REPEATS WHAT  
A WOMAN SAID AND  
PEOPLE THINK IT WAS  
HIS IDEA!!

IT'S BECOME  
INGRAINED IN  
**OUR CULTURE**

MANY MEN  
DON'T THINK  
THIS IS  
ACTUALLY  
A THING

IT'S **HISTORICALLY CULTURAL**  
GOING BACK TO  
**ANCIENT GREECE**  
PUBLIC SPEAKING  
WAS A  
**MALE DOMAIN**

UNDERSTANDING  
HOW WE  
**PROCESS SPEECH**

HAVING  
**AN AGENDA**  
AFFECTS HOW  
WELL ONE LISTENS

NOT  
ALL WOMEN  
ARE CONFIDENT  
IN **SPEAKING UP**  
AND  
**ADVOCATING FOR THEMSELVES**

**LEADERSHIP**  
CAN MAKE  
A DIFFERENCE  
TO CULTURE

AND SUCCESSFULLY  
BALANCE  
DIFFERENT  
**COMMUNICATION STYLES**

WE SHOULD  
CHALLENGE  
OUR  
**OWN BIASES**

SEE **OTHER PERSPECTIVES**

DISCOVERING  
**WHO AND WHAT**  
WE ARE  
AS  
HUMAN BEINGS

HELPS US  
MAKE  
**BETTER DECISIONS**

IT'S NOT  
NECESSARILY  
ABOUT  
**CHANGING PEOPLE**

MEN TEND TO  
LOSE THEIR  
HEARING  
**EARLIER**

**ONLINE MEETINGS**  
MIGHT LEVEL THE  
PLAYING FIELD

IF YOU ARE  
GOING TO BE  
**FACE 2 FACE**  
IT IS  
IMPERATIVE  
THAT TIME IS  
**WELL SPENT**

MAYBE  
RTO IS A  
LOP OUT FOR  
PEOPLE WHO  
CAN'T BE  
BOOTHERED  
TO MAKE  
**HYBRID WORK**

MAKE YOUR  
TIME  
TOGETHER  
**MORE EFFECTIVE**

RETURNING  
TO THE  
OFFICE  
IS SEEN AS  
BEING **BETTER**  
FOR COMMUNICATION

**NEW OPPORTUNITIES**  
BUT ALSO  
**NEW PROBLEMS**

IT'S A **BRAVE NEW WORLD**  
WITH  
**HYBRID AND FULLY REMOTE ENVIRONMENTS**

WE NEED  
TO UNDERSTAND  
WHAT'S  
**REALLY GOING ON**

AND THE  
**HIGHER FREQUENCIES GO FIRST**

WHICH WOMEN  
TEND TO  
SPEAK IN  
MESSAGES  
DON'T GET  
DELIVERED

BUT, WHETHER  
FACE TO FACE OR  
ONLINE, BIGGER  
GROUPS MEAN  
**PEOPLE SPEAK UP LESS**

WE DON'T  
WANT TO  
BE IN THE  
SPOTLIGHT!  
OR TO THE  
LOUDEST VOICE

YOU END UP  
DEFAULTING TO  
THE **HIPPO**

AND SOMEONE  
TO MANAGE  
THE MEETING

THERE'S  
AN OPTIMAL  
NUMBER OF  
PEOPLE FOR AN  
**EFFECTIVE MEETING**

WOMEN ARE  
**PERCEIVED**  
TO SPEAK  
MORE  
AND **SPEAK FASTER**

AND USE  
**EMOTIVE WORDS**  
AND **DEFINE ROLES AND EXPECTATIONS**

IF YOU'RE  
**BRINGING VALUE**  
YOU ARE  
MORE LIKELY TO BE  
LISTENED TO

EG: OUTSIDE  
EXPERTS WITH  
**PERTINENT INFORMATION**  
AND MEN WITH  
**AGREEABLE PERSONALITY TYPES**  
HAVE SIMILAR  
**STATUS EXPERIENCES**

WE ARE ALL  
SUBJECT TO  
**SOCIAL CONDITIONING**

AND INCREASE  
**EYE CONTACT**  
A SOCIAL  
ASSUMPTION  
THAT YOU'LL BE  
TAKEN MORE SERIOUSLY

WE ARE NOW  
MORE ABLE  
TO TALK ABOUT  
**MENTAL HEALTH**  
AND **EDI**

YOUR  
**IDENTITY**  
USED TO BE  
TIED TO YOUR  
WORK.  
YOUNGER  
PEOPLE HAVE  
A DIFFERENT  
PERSPECTIVE  
ON  
**WORK/LIFE BALANCE**

THE  
PANDEMIC  
MADE PEOPLE  
EXAMINE  
WHAT  
**REALLY MATTERS**  
TO THEM

NOW WE CAN  
LOOK AT CREATING  
A BETTER  
ENVIRONMENT  
FOR  
**EVERYONE**

ATTITUDES MAY  
CHANGE AS  
**YOUNGER GENERATIONS**  
ENTER THE  
WORKPLACE

IN THE  
LAST THIRTY  
YEARS IT'S  
BECOME  
**MORE BALANCED**

THE VAST MAJORITY  
OF THE WORLD  
OF WORK WAS  
**MALE DOMINATED**

IF WE BECOME  
BETTER AT  
UNDERSTANDING  
HOW WE  
**COMMUNICATE**  
AND DEVELOP  
BETTER  
METHODS OF  
COMMUNICATION...  
**POSITIVE IMPACTS**  
ON BUSINESSES

**INTERRUPTIONS**  
WILL STILL HAPPEN  
(IRRESPECTIVE OF GENDER)  
CERTAIN  
PERSONALITY TYPES  
ARE **MORE LIKELY**  
TO INTERRUPT

WHAT IF  
PEOPLE  
**LISTENED BETTER?**  
**RECOGNISED CONTRIBUTION?**  
WERE MORE  
**RESPECTFUL?**