



Episode 1 – Emotion At Work - our FIRST EVER podcast

Phil: Hello there and thank you for downloading the Emotion at Work podcast and welcome to this, our first ever episode.

Hi my name is Phil Willcox, I am the founder of Emotion at Work. Emotion at Work is here because we promise to make work better for everyone and we do that by placing emotion at the heart of work with a view to either enriching lives or reducing harm and this podcast is part of what we do to bring that purpose to life. So what I want to do with the podcast is to provide some resources and access to really interesting people to broaden and challenge and to extend the discussion around the role that emotion plays in the workplace because part of the reason I founded Emotion at Work is because my experience of emotion in the workplace is that it is not an okay thing unless you are happy. So if you are happy that is okay, but generally speaking other emotions aren't well perceived especially around the families of anger or frustration or fear or anxiety or being offended or taking offence at things. So what I really wanted to do was to change and challenge that common view of emotions in the workplace. That emotions are things that we need to hide. Emotions are things that we can't display and actually if we do openly display, or talk about or engage with the emotions that we experience at work, actually that is not an okay thing and that can really damage and limit our credibility.

Part of what I wanted to do is to create this podcast to really extend and push and challenge some of those narratives and discussions but also to give you, the listener the opportunity to hear from some really interesting people and the work that they do around emotion in the workplace. All of our guests that you will hear over the coming weeks and the coming episodes of the podcast, they fell into one or more of three categories. Either they are a business leader, so somebody that is out there in the big wide world of work in the gainful world of employment who's a leader within their respective businesses and they take the role of emotion at work seriously. So they could be doing it in a number of different ways. One of our guests that is going to be coming up shortly, I am talking with them around the role of emotion at physical space. So how does the physical space that people work in affect their emotion. How do those two things interact and go together. I am also talking to a Managing Director of an organisation that employees five and a half thousand people. Talking about how they really harness the power of emotion behind their workforce. So part of the guests that we will have will be business leaders. I am also interested in talking to practitioners. So those are people who are again out in the big wide world of work. Whether they are employed within organisations or they might be running their own business, but people who practise in working with emotion. So that could be that they practise with helping identify when emotion is happening. It could be that they help individuals that are working with emotion or it could be actually that they are playing with the impact that emotion has on individuals and/or teams and/or businesses as a whole. In that realm I have got some really interesting practitioners. So we have got one of our guests who is a member of the Greater Manchester Police and we are talking with them about the role emotion has on them in terms of emotional burnout within that particular type of organisation. We also have practitioners who specialise around conversation and how conversation works. So a real mix and variety of people who are going to take part in the podcast and then our third group is researchers. Part of what's important to me is the work that I do and the work that I share has a

really solid evidence base behind it. So as well as talking to business leaders and practitioners I also want to talk to researchers. I want to find those people that are in the wonderful world of academia and are pushing the boundaries of research and/or are doing the research that is really interesting for practitioners, business leaders and you guys that listen to the podcast for people to hear more about. For example we have a forensic linguist taking part in the podcast. We also have other researchers lined up to take part as well. My intention is that the mix of guests that you are going to hear me chat with is going to be really helpful for you.

In terms of the format what can you expect from the podcast? Well this is the only one you are going to get that is broadcast, one from me where the only voice you are going to hear is mine. All the rest of them are going to be me chatting with other people, so you could say it is interviewing, so predominantly the voice that you are going to hear is that of the guests but it is very much a conversation between the two of us and those conversations are done in one sitting. So we just sit down, whether it be digitally or face to face and we sit down and we chat for a while and we record what we chat about and it goes from there. What I am not doing is editing or pairing that down. You are getting the authentic recording of what we talk about and the discussion we have. I think it is important for me that you get to hear where that conversation goes because that is the wonderful thing about conversation. It can have an outline and a structure but where it is going to take us, it all depends on who is involved in the interaction. They're very much conversations with our guests about their specialism and how that links in with emotion at work.

This is very much a work in progress. We are starting with this episode and then the other episodes will follow. Some of them aren't refined so the recording isn't as brilliant as it could be. I've had some issues with some of the technology which has meant that some of the quality of the recordings isn't where I would like it to be. Does it detract from what you are listening too? I'd like you to let me know if you think it does but very much this is me learning as I go, wanting to learn as I go, especially some of the earlier episodes. You may find that some of the audio quality might not be as good as I'd like it to be. For me this is about I want to share with the world things that I think are useful and interesting and beneficial to either help make people's working lives better, to enrich their working lives or to protect from harm. Very much we will be looking at emotion from those two perspectives because emotion can both enrich lives but it can also harm as well, both individuals, teams and organisations. So we are going to take both of those perspectives on it.

If you want to keep in touch with us you can do that by a number of different ways. So on Twitter I am @philwillcox or you can get in touch with the Emotion at Work Twitter account which is @emotionat_work or you can find us online at www.emotionatwork.co.uk or you can email us if you want to do that as well which is hello@emotionatwork.co.uk. So lots of different ways for you to get in touch and share your thoughts on the podcast. And I think that is it really. For this first episode I wanted to give you a bit of context, why am I doing it? Why I think it is important or important to me? And what my intentions are and what I want to do. If you subscribe thank you very much for subscribing. If you have just listened to this episode thank you very much for listening to this episode. I hope you enjoy what is to come. I know that I have enjoyed the recordings that I have done so far and the future guests we have got lined up I think are going to be really interesting and I hope you will enjoy them and I hope you like them. Thanks for taking the time to listen today. Feel



free to subscribe to the podcast. Keep in touch and let us know what you think and other than that here we go!