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SPEAKERS

Suzanne Murdock, Lucy McInally

Suzanne Murdock 00:00

Hi. I'm Suzanne Murdock, and welcome to series three of Poweri Productivity. Each episode, I explore the energy, that really genuine connections, expertise, and being in your best flexible working environment can bring to you, your business and your whole life. So let's get started.

Suzanne Murdock 00:24

Welcome to you. So today it's back to basics. We're talking real human interaction, a sense of community purpose, and togetherness. What's really behind fulfilling our sense of belonging? And what does community in the workplace actually mean? Is it different depending on location, and the environment that we're in. I'm joined by Lucy McInally today, the inclusive co worker and experienced content writer specifically for businesses within the co working industry. She's a seasoned expert, and a big co working and Co living advocate. She's also worked from many different co working and flex space setups. And so I'm really fascinated by your perspectives, Lucy, and I guess your experiences and stories within this sector. We met up recently at the London workspace design show in Islington, and really enjoyed the panel conversation there about community in workplaces. But it actually got quite intense around how different people interpret the whole piece on community and that, that belonging very differently and to what extent, I guess different types of workspaces and environments really embrace this, and whether it's from like a relationship, or hospitality or an events perspective. So keen to deep dive more into that today. And also touch on something that I think very much related to this topic. And that's how to be more pirates, which is a book that we've both read, and a big movement now, written recently by Sam Conniff and Alex Barker, who we both met when she spoke there at GDC, in London last year. So Lucy, for those who haven't met you, listen to you. Tell me a little bit about yourself, your purpose, etc. And what you're up to at the moment.

Lucy McInally 02:09

Thank you so much for that introduction, sees and really appreciate it. So like I said, I'm the inclusive co worker, I write content for businesses in the co working industry. And I've been working in this industry now for the last couple of years. Although my sort of journey of what led me to kind of become, as I call it, the inclusive poker kind of started a lot. A long time ago, I have a background in interior design. And I was doing a master's at the Glasgow School of Art. And that's when I first started to sort of explore

spaces and inclusivity and spaces, and how, you know, some people feel comfortable in a space and others don't. And that's kind of been a core thread through a lot of the things that I'm doing at the moment. So it's kind of led them to this point really, very good. And you're working from from Town Square in Islington at the moment. Yes. So Town Square is my workspace. I've been a member at this space. It's like the end of 2010 cities. So it was kind of like a few months after I moved to London. Originally, I was based in Scotland. And I've been to quite a few different spaces between like Edinburgh, where I was living before, and then London here and took me quite a long time to kind of get into to like the right workspace. But I've been here yeah, for like 18 months now. And it's it's definitely felt like the right space to be a part of and I'm really enjoyed meeting the community and sort of participating in that community as well. It's interesting

Suzanne Murdock 03:35

use the term finding the right space for you will pick up on a bit on that later, I guess. And you know what the right space to you actually means? So dive more into that. So let's dive into these these topics and start discussions around them. And I love the term that you use the the inclusive coworker. So I guess why choose that? And what does that mean to you? What's the purpose behind that?

Lucy McNally 04:00

Yeah, no, I appreciate that. I really, like it's really cool to hear people say that like kind of kept on to the term because it's something that I've like, softly launched only a few months ago. So I've only recently been sort of like calling myself up like the inclusive coworker. As I was saying earlier, it's the journey has really started way before this. And when I was doing a master's in interior design, a sitting at the Glasgow School of Art. I went into this course with a sort of like focus on intergenerational living. And that was like based on a project that I'd been working on, prior to coming on to the course. And in our first semester, we were all given like a site in Glasgow to kind of explore and kind of come up with a new concept for that space, my space in the church. And I started exploring, like, why do people gather in churches? Why do people gather in these kinds of spaces that have like a meaning and that bring people together into a sort of community. If I brought people into that space to kind of explore that a little bit further, and we use a methodology called co design, which is a collaborative design sort of framework where people come into a space and sort of like, it's very, like organic, what happens in that kind of process? We we really did like a lot of conversations within the space about, like, what's the space mean to you? Is it welcoming? Is it comfortable when the inclusive kind of word kept coming up, but we also kind of designed and that was through sort of, we were sort of doing it through play, designing new concepts for this space and what it could become. And it was just very fluid and like multifunctional basically, some people felt like a space like that should be repurposed to provide like a community kitchen, others were talking about workspaces. And this is before I sort of had entered the co working industry. So I sort of had this idea around spaces and inclusivity and community. But it wasn't like formalised in that co working sense. And it's kind of a weird journey that I've taken to then be within the co working industry. Because when I finished my master's, I started working for a co living organisation called Colin, and through my connections that I made there. And then moving to London, 2022, I was introduced to be London co working assembly, which they were both part of. And there's a lot of people in that industry who have shared values around human interaction and connection and community. And when I sort of stepped into the room on my first London co working event, I felt that sort of energy from the people I was talking to, and I, I felt that we had really aligned values. And so I

really felt like I wanted to be a part of this industry and explore a bit further and sort of fast forward to the start of last year. I was leading a panel at workspace design show around dei initiatives. And one of the questions I'd ask the panel was going to ask the panel was around co working being a trendsetter for inclusivity. And one of the panellists, Shazia, she pulled me aside, she founded co working in nursery space, and she pulled me aside and was like, I don't think co working is wholly like inclusive. So we ended up using that panel to sort of talk about why the industry isn't inclusive as of yet. And like what, like they were sort of talking about what can we do to make this a more inclusive and welcoming kind of industry at large. And that sort of, I felt like there was something more to talk about there. So I think the inclusive power really comes from that journey of discovery. And I'm using it as a platform to talk about inclusive co working practices. And we'll open a dialogue around that. So right now, it's just like a newsletter. But I'd love to sort of do more with that and to talk about it more, because I feel that there's there's more to be said and done in the workspace industry. And I'm really interested in what other people feel about it, and how it transforms their life. Because I feel like whoever can can be really transformative. But it has to be right conditions may be set up to enable that. Yeah.

Suzanne Murdock 08:03

Wow. That's quite a story. I love the way you're really practising what you're preaching, you're completely immersed in what you're talking about.

Lucy McInally 08:10

I love it. Yeah.

Suzanne Murdock 08:13

Actually, that's a fantastic hypothesis, you know, is it is it inclusive, how we still got some way to go. But I certainly think we're on the right trajectory. And it needs so much more inclusive than an awful lot of sectors to date, and additional side of real estate and hospitality. But also picking up on what you were saying around the interior design side of things. And working with churches is interesting, because immediately, I guess the first thing you think of when you say interior design as you're thinking about the infrastructure, but you're very much talking about the whole humanity, the inclusivity, the belonging, you know, the interaction side of things, which a lot of people don't think about when they think of co working, they're just thinking of businesses under one roof and the whole infrastructure, and facilities that go with them. And there's so much more around it, which is I guess why? It's really keen to talk to you because you have a lot of stories and experiences from different perspectives. So when it comes to community, in your experience, having remote works from I guess, both local independent spaces, big branded spaces, pet spaces in city centres, what has worked well, in terms of the experiences that you've had, and that sense of belonging?

Lucy McInally 09:29

That's a really good question. And I was really reflecting on that because I didn't really think about the fact that I've got quite a bit of variety of co working experiences. My first like formal workspace experience was when I joined clockwise and leave in Edinburgh in 2021. And I did that mainly because I needed sexual interaction. I felt very lonely. It was sort of just as we were coming out of that second lockdown. What I really liked about clockwise was that they weren't especially where it's like as to where it's located because it's sort of on the periphery of the city centre of Edinburgh. And it's

surrounded by lots of different services. So I would kind of define Leith as a 15 minute city, I really felt that when I was in the workspace and particularly bumped into people, you know, on a Saturday at the local coffee shop, or like down at the gym, which was around the corner, and to me, the workspace is like a 15 minute walk away. And that wasn't intentional. It's just afterwards learning about the sort of 15 minute concept. I was like, well actually have this because I walk and there's a lovely walk is about like down the Riverside, noticeably. So it was a lovely walk down to that workspace as well. And I felt that that space was just like the perfect kind of place for me as a freelancer to sort of start meeting people in my local area and get to know people I know that clockwise is quite aimed at sort of offices and businesses like larger businesses as well. And I think that's a really hard kind of balance to strike for a lot of operators because when I moved down to London, I had hastily joined a workspace because I felt like I needed the same sort of experience that I had up in Edinburgh. So I was like, looking for my next workspaces that I can meet people with, I go to a co working space. So I need to do this straightaway. And I joined a workspace that I didn't actually meet anyone, because even though I was allowed to use that space, and I was sort of hot, hot desking. In that space, the space I'd sell the business was sort of aimed more at larger teams. And they'd already got a sort of groups, and then sort of team dynamics and things like that. So it was quite difficult to meet other people in that setting. And because I then started to go less and less and then didn't go at all after that, and I sort of still thinking about, I'd love to join another space, I started getting looking around for other ideas. And actually through London, co working in that community, I came across town squares tomorrow and based right now, and I've been a member of since Yeah, the end of October 2010 to two. And I think for me, this space is really social, and welcoming. We have a brilliant Community Manager, Anna, who welcomes everyone who walks through the door here, I think that means a huge difference to set people up when they first arrive at the workspace, even for the first time to have sort of like a more meaningful experience of the space and to feel comfortable and welcome in this space as well. That certainly was my experience of coming here. There's also quite a lot of freelancers who use this space as well. So I've met a few freelancers who I feel that we have shared challenges and shared things going on. Most of them are content creators, which I sort of have become more of a content creator, maybe because of them, because I've sort of learned from them. And we share challenges and what we're working on at the moment, and that's hugely beneficial. Yeah.

Suzanne Murdock 12:50

And there's quite a few communities within town squares, and they're I know, they're very hot on the whole social media and events and things. And I get the impression that it's, it's co curating. You know, they're not trying to force communities together, it's very much the whole co creation. And the members are part of that and create themselves

Lucy McNally 13:15

100% It's very organic, I feel and Anna is such a amazing person to sort of like he, she listens to you. And she asked how you're doing. And I sort of came in this morning and had a challenge that I just, I didn't even expect to tell her what was going on. And she's always like, right, this is what you can do. And this is how we can work it out. And like let's check in and see how How you going. And I felt that that. And this has been my experience throughout the whole time I've been here is very personal. And it's very, like it's very transformative to my work life and to the other people's work life here. So I definitely feel that they're like we and we also do a lot of value exchange as well for the other members.

So we tend to like run workshops around the skills that we have. So there's a guy, Tim, who is a real LinkedIn wizard, and he does one to one LinkedIn sessions with us, which is really, really great to like improve our skills and our presence. And those sorts of workshops. I know they have the startup club as well, which brings in a lot of new people and mingle with them. It's just very friendly space. And I think that that friendliness and that welcoming attitude is is really great to feel you feel like you belong in this community for sure.

Suzanne Murdock 14:27

I love the value exchange concept. That's brilliant. Yeah, it's really cool. It happened. It happened so organically within a lot of co working spaces that you'd actually don't realise it's happening. It's about when you I mean, as a coach, I talk a lot about strengths. And a lot of people have got these strengths. They're so natural that they don't even realise. Yeah, what they have. And it's the output, putting that into action and using those values, those strengths, give it picking up on the word listening around. It does a lot of listening. I think that is so key within different communities, whether it's in Workplace outside those deep listening skills and that whole relationship building, because you're looking at people, when they're in a workplace, they've got requirements, whether it's, you know, job related infrastructure, personal requirements, that whole sense of belonging, it's really, really key to understand that person's make up and what they need to function really

Lucy McInally 15:20

well. Absolutely. I think that's, that's a really good point, Anna says can be she, she listens, even when we're having sort of like conversations between each other and sort of picks out what, what we might need. And I feel that there's a real, I guess, this is the community element as well, we really like supporting each other and empowering each other, not only Anna to us, but we hopefully she feels that we empower her as well. And we feel that she is a really intrinsic part of our community, I feel like there's like little kind of micro communities within the town square, kind of dynamic, because we've got a couple of companies, but there's a real core group of freelancers, we all sort of joined at the same time. And it's been a slow burner, but by sort of last summer, we really felt like we would hang out outside of work. So there's another element of that as well. It's like, it's not just like things going on. And it's not like we leave the room at 5pm. And that's it. We don't talk to each other until the next morning. It's like we're still connected with each other, we still help each other. And there's so much of that going on in this community in this workspace. So I think that's what's really important about community in co working is it it's not just it within the space not just contained here. It's sort of beyond and I think it would also mention that we're moving spaces as well, it's like, I think it will also last a lot longer than sort of our time in these spaces as well. I think that we've really, I feel like I've made connections for for a long time. So it's been really great.

Suzanne Murdock 16:45

And it's that whole trust element, isn't it the almost like a safe space. You can get curious. You can ask them questions, you can you can brain dump, there's a shoulder to cry on, if you need, you know, it's all the different elements, but it feels safe, which absolutely huge thing, if you just want to be yourself. Yes. There's a difference between feeling like you belong and fitting in? Yes.

Lucy McInally 17:10

It's not like a forced kind of Yeah, fitting is like, it feels safe. I mean, the Korean thing, did that a lot. Get out there, I feel safe here, we kind of talk about how we, we feel able to let out that vulnerability when we when we need to. I think that's a healthy way to approach. I mean, as long as it's not too much on someone else. It's it's healthy to kind of be as open and authentic as possible, because then you feel like you really do belong in that community. And it doesn't feel like say forced or inauthentic, I guess.

Suzanne Murdock 17:44

Yeah, the standard environment when you've got that platform, that's a brilliant environment to be able to grow personally, within your business.

Lucy McInally 17:51

100%. Yeah, I feel like the growth of all of us, you can just see it because we've been together in this space now for the last year, 18 months, we can really see how people have grown and supporting each other on our individual journeys, but also like collaborating, when that's makes sense to collaborate and when it makes sense to kind of lift each other up in that sense as well. So yeah, there's definitely a lot of journey through co working that. You expect that when you first joined some I certainly didn't think I would grow as much as I have since since joining this space. So there's no huge impact.

Suzanne Murdock 18:27

I actually when I was at the flexor conference last year, and you're there and you meet you might meet up which actually brings me on to the next question and it but you meet up at these coworking conferences. And you look back at how far coworking itself has come and the whole flex industry, but also how you as a human have grown as well, alongside your business, hopefully, but I think it's actually for me more, from a personal perspective, the confidence and the and the inclusivity bet that you wouldn't necessarily have got from other

Lucy McInally 18:56

sectors. Yeah, yeah. And I guess in your position as well, because you are sort of leading the community, but you run it, it's like, it's, I guess, like people would come to you for advice in the listening ear and things like that. Yeah,

Suzanne Murdock 19:11

it was great. It's very two way to be honest. Yeah. I think the whole I mean, we've all grown together, a lot of the members that started with us are still with us. So we've all grown together, you know, families, the businesses, etc. So lovely. It is lovely. Yeah. And actually, that brings me on to the next question. When we look at the flex and the co working conferences, like juicy the London work co working assembly, European co working assembly, do you get a different vibe and energy from that than you would do perhaps from the day to day? co working spaces? Hmm,

Lucy McInally 19:46

that's a good question. And you know, there's something you said earlier around, like how collaborative this industry is. And I think you can definitely sense that when you're at these events like the GFC conference, I was kind of reflecting on the The juicy that really is so funny that we were both on that tour on the second day of QC London. And we we didn't realise, but I felt like that then was, you know,

the first day was pretty formal. And I think that when I'm in those sort of spaces around people that I mean, for me, I working with businesses in the co working industry, so there's an element of like professionalism, to professionalism, sorry, to the way I approach people in the in the industry. I did feel that from the first day, I guess, maybe it was the setting room. On the second day, it was really laid back and really fun just going around the space, I think, because it was a Friday as well. It was like, a really fun experience. Like everyone just seemed to be a little bit looser. On the second day, I think also, there's that you'll pass that sort of first introduction stage as well. So like when I went to the thermostats sustainability workshop before our tour, and when I went into the to that room, I recognised people who had met the day before, and we started chatting. And I think that having those icebreakers the day before, meant that everyone felt a little bit more relaxed on the second day, as well.

Suzanne Murdock 21:08

And there was the Friday but it was funny, London was really quiet that day. But yeah, it's obviously that trend that a lot of people are in the Tuesday, Wednesday, Thursday, but Friday, when your hybrid working is a lot quieter.

Lucy McInally 21:19

Yeah, it does seem that way. They were definitely very quiet in their spaces. And so I guess we didn't really get to see what the those sort of workspace communities were like, I think that maybe around my workspace community, I'm a lot more laid back because I like maybe more open because my community is filled with freelancers. And people who have shared challenges. There's a sort of level of like, yeah, being open until talking about what we're going through, and things like that, that I probably wouldn't do at like a juicing conference. So I think that maybe being part of the co working community and sort of engaging in and participating in that going every day, or however often you go into your workspace, you get to after a while because you start off pretty guarded baby, but after a few months, you kind of get to the point where you have those sort of serendipitous moments and conversations and you hang out mean things and go and do fun things together as socials. I mean, we have so many fun socials here we had a murder mystery night back in October, which was amazing. Our other member Katherine, she wrote the whole script for the the event. And that was just like, so fun, and really, like, amazing to have somebody who's who's a member who's sort of putting so much work to organise that as well. And that really brought us together. So and it was fun, you know, murder mystery night is always going to be another

Suzanne Murdock 22:46

example of the whole congregation and how the community gets involved. It's just, it's just not the manager led thing. It's very much everyone's involved not even bottom up or top down. It's it's a flat platform. Yeah, definitely. But I think even with these conferences, the more a lot of the same people would attend all the different ones and you do it again, it's a slow burn, but you do gradually build those relationships, and then a lot of Springboard things that happen from there, and different events, relationship, building different ideas. I think it's brilliant. It's just another way of building those relations and that those networks, but yeah, it definitely feels quite organic.

Lucy McInally 23:27

Hmm, yeah. And I think like you say, when you kind of meet people, again, and again, at these things as well, I definitely think that the London co working group is isn't it's quite a nice community, because you see the people again, and again, it was really lovely. The workspace Design Show, which is where where we met the people who came because I was on the panel the day before you and the people who came to, I felt like they were supporting me, which was really lovely as well, and listening. And it was just lovely to see everyone because we hadn't met up since actually juicy was the last time that I'd seen most people. So it's lovely to connect again and see how everyone was doing. And yeah, you do feel like there's a genuine community there with, with people sharing their values and sharing stories and helping each other. So yeah, he's definitely a lovely sense of that.

Suzanne Murdock 24:16

Absolutely. So tell me a little bit about your thoughts on this one, we look to create a workspace and then people want to belong to what is it that they're looking for, aside from the whole functionality and the infrastructure thing? And what drives members to sign up and actually stay there? I know we've talked a little bit around this, but just taking a bit of a deeper

Lucy McInally 24:40

around is a really good question. And I guess it depends from person to person, what they're looking for. I mean, earlier we were saying about how some people look at co working maybe for the first time and it's just a workspace and a place to come and put your head down. I can imagine Yeah, if home and you're working from home most the time that I Um, is not a conducive environment to your productivity, then you might come look for an alternative space, or it's maybe the social I mean, for me it was the social interaction. So it's, it's, I think it's really it's individual kind of decisions. And but I think like he's saying, like, you might come and come into a space, but how are you going to? What What's that decision maker to? Kind of to allow you to stay in? Well, how like, yeah, how would you feel comfortable in that space in order to? Yeah, to stay in be participate in that community? And I wonder if it is that community element, and it is the people who facilitate that? And it's if you walk into his face for the first time, and you're welcomed by somebody, and like the community manager, and you feel comfortable in that space? And, or is it something else like, going back to when I first moved to London, and I joined the first workspace I sort of, like walked into, I was already taken by the design element. And I know that a lot of spaces aren't very beautifully designed. But I feel in the industry, there's now this conversation around, you know, is the design. Yeah, it's the set of leading Yes, but is it functional? Is it practical? Are the chairs comfortable? Can you stay in that space for eight hours? And, you know, feel not have a bad back at the end of the day? And is the Wi Fi good? And is the coffee? Good? I think there's so many different elements to it. But I can imagine that and from my experience, that that's the people that kind of drive us to stay alive. That's might be my experience. Just feeling like, oh, actually, I've met people that I have shared connections with and I that also freelance in person, we have similar challenges and things like that. That's what has enabled me to stay in town square, for example. Yeah.

Suzanne Murdock 26:50

I mean, for me, people, people are the space. The space is the infrastructure. Yeah, it's a building. But actually, when you think of some designs, you walk in, and you think, wow, but they're actually quite superficial, because there's so much more to that belonging than just the bricks and mortar. Absolutely. And after a while, it almost seems you don't notice those amazing designs, because the people are so

important. And that whole relationship building and the understanding around what it is you need, how you work well, what's the best environment for you? You know, uh, you hear all the time? Or do you like those quiet times where no one's going to approach you is having those choices? Yeah, I think for me, people that people are the space.

Lucy McInally 27:36

Definitely. And I think there's something around like co working, in most cases you choose to be to come to a co working space, and you're sort of paying out of your own pocket. So what is going to make you what's what's given that value to you, in order for you to kind of make that decision. I know, for me, it's being around people who lift me up and empower me and feel. And it's also fun as well, because we hang out in a state about the social events and things like that. It's, it's definitely a social experience. And I used to struggle to work around other people, because I'm getting quite distracted. And sometimes an open plan space is quite difficult for me to sort of concentrate in and get my head down. But actually, I don't know I've had sort of switched recently, where I'm working from home, and I actually feel quite lonely working from home. And I actually feel like, I don't really need to be, I don't want to be at home, I don't really need to be all by myself actually want to be around people. And around people that I know. And I feel like almost FOMO when I'm not part of those conversations, and people are like hanging out after work. And it happens organically. And I'm like, Oh, yes, that didn't go in. So I think there's a real life enhancing benefit to the people aspect of the community aspect in co working spaces as well, and

Suzanne Murdock 28:51

why people join them. And having that choice can be life enhancing as well, because let's face it, not everyone is able to do that and have nine choice. Absolutely.

Lucy McInally 29:01

And I guess some people were like, forced into the office. But there's, there's not many people there. And they do feel connected to their co workers. So it's definitely a privilege to be able to choose where I can work and where and who I work with as well. Yeah.

Suzanne Murdock 29:16

Before we go, we have to talk around this being a pirate. Yeah. And I listened to the audio book, I think you did you read the book being more pirate by Sam Conliffe and Alex Barker. And the whole movement, I guess for anyone that wants to shake things up and look at things very differently. And I read somewhere it's like a willingness to think differently to challenge the norm. What were your Tell me about your thoughts around this book?

Lucy McInally 29:44

Yeah, I really found this really interesting. I loved the comparison that Alex brought to Ducey on the comparison between the sort of rebel rebel spirit of pirates and I know that coworking isn't necessarily the main theme of the book, but it's more About this yeah thinking differently. And being more pirate, I love how that they've created this movement. It's almost like they've created a community in itself through through this book as well. But I, what particularly stood out to me was when Alex came into GCC open GC with this conversation around piracy and co working and how actually both really similar.

And then sort of, yeah, went on a bit of a rabbit hole a bit, the history of pirates and the sort of elements of piracy that were kind of exemplified the rebel spirit. I found it really fascinating. I felt that like, wow, there was really a lot to compare with piracy and, and this sort of like entrepreneurial spirit, let's say, which I think can be identified with a lot of people in the co working industry, and a lot of the founders and the and the co workers themselves. So yeah, I really found it like a really, it's really inspiring, isn't it? I mean, what did you think? Yeah,

Suzanne Murdock 30:56

I love the historical aspects of it. And also the fact that she was talking about how when we look back pirates, bringing almost the first initial layers of democracy, and how there was so their platform was very open, and everyone has who votes for the different captains? Yeah, example, they could easily buy a captain out. But everything was so open, and ideas were exchanged. So regularly, and talked about and debated. And, you know, women had the votes, everything is very equal. Yeah, really cool, challenge each other without worrying about it. And I've been walking the plank being killed, etc. But, you know, recognising today that there are so many rules and norms, etc, that don't work for us anymore. And rethinking those whole different systems, etc. I just think is fascinating, and that there is no wrong answer. And I think within coworking itself, there are so many different communities that already exist. Because people have come together from knowing and understanding and having those relationships and growing, and knowing the perspectives that they're bringing in and the ideas that they have. And so organically, you've got these little groups that are doing wonderful things, and that they're transforming and actually acting upon them rather than just talking about them.

Lucy McNally 32:17

Yeah, that really summarises it really well. I love that. That movement has kind of sparked that conversation around community and co working and definitely the the thing you've seen around like the democratic democratic element, or pirates, and how that can be compared with co working is really fascinating as well. I love how, yeah, like you say that you could vote in and out the captain. And I think there was something around like the captain did, even though captain was voted the captain, they had decision making only over matters where they were in conflict rather than like everyday, kind of things going on aboard the ships. So I thought that was really cool. History, I didn't know that I didn't know. I mean, I learned so much about history, Paris through through this as well. And like you say, female pirates and they had same sex marriages. And it was a very inclusive movement that maybe we always look at Paris progresses progressive and themes and things like that, but actually how that movement began, and what it led to, and what their sort of values and their practices were really, really interesting.

Suzanne Murdock 33:30

And it led to co living as well. And I was looking at the neck watching the Netflix documentary, and they all ended up in God, the names escape me at Napa, Napa island. They went to this desert island and gradually it became the island of all the pirates gathering. So it's like a co Living Movement

Lucy McNally 33:46

in itself. That's so interesting. Yeah, bringing everyone together, there's definitely seem to be that net, that huge network of people kind of under the same kind of the same values. Sure.

Suzanne Murdock 33:58

Tell people how they can learn more about you. Yes, so

Lucy McNally 34:02

I'm very active on LinkedIn. Find me on LinkedIn, send me a DM under loose McNally. My website is Lisa mcinerney.com. and do subscribe to my newsletter and inclusive coworker. If you'd like to kind of hear more from me around inclusive co working practices and sort of community building elements. I am hoping to produce a lot more around this topic. So brilliant.

Suzanne Murdock 34:31

We'll put all those in the show notes as well, those links and pieces been brilliant talking to you. I wish we had another hour, but we don't. So we'll wrap up. Everybody have a wonderful day. And thank you, Lucy.

Lucy McNally 34:42

Thank you very much.

Suzanne Murdock 34:43

Thank you.

Suzanne Murdock 34:47

Thanks for listening. You can find more information in the show notes or on our website, thehubnewry.com. While you're there, why not join our mailing list so we can keep you in the note about everything we're up to and don't forget to subscribe to our podcasts wherever you listen so you don't miss an episode power and productivity is presented by me Suzanne Murdoch is produced by Emily Crosby Media