# Virtual Masterclass - Leveraging Lived Experience for Leadership

# [Transcript](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:00:03 Dónal McClean](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I think that is all the.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Things I need to talk about, except for how to leave a question, so I will just share my screen one more time.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[So if you have any questions, just go to the Q&A tab at the top of your screen.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Where you can leave a question here.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Where did you?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Buy your jacket.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[There we go.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[And then the panellists will be able to answer that question. So that's enough from me.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:00:36 Dónal McClean](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I'm now going.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[To hand you over to Matt McCann, CEO and founder of Access Earth, who will tell you more about today's session and he is.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Moderating today's session as.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Well, thank you very much everyone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:00:48 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thank you very much, Donal. Good morning, everyone. I'm Matt McCann. I'm the CEO and Co founder of Access Earth, and I'm your moderator for today's important panel discussion on leveraging lived experiences for leadership. But before we begin, I just want to provide a brief self self description. I'm a white male.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:01:07 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[With blue eyes and shoulder length, brown hair and a short beard, uh, today I'm wearing a dark green jacket over a white shirt and my pronouns are he and him.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:01:18 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So July is disability Pride month and for members of the disability community, the month encourages self acceptance and embracing all these abilities and has actually very much today the 26th of July, 33 years ago, that the American Disabilities Act was brought into into force. And that is pretty much what inspired the start of disability.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[By month, it has now since grown to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Be a worldwide celebration of all things disability pride, and for this inclusio and actuators have collaborated to help celebrate the disabled community, to create awareness and reignite conversations about disability experiences in the workplace and entitled sort of rethinking.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:02:01 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Disability experience in the workplace and for those of you not familiar with Inclusio, inclusio brings a scientific data led approach to understanding diversity and culture and as well the day-to-day experience.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Of your employees across organisations in any location and when companies work with Inclusio, they get to understand who their people are through self identification across the deep demographic profile we hear what the experience is like for disabled people in the workplace and the challenges and experiences with accommodations and how inclusive the culture is for everyone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[While when companies work with Access Earth.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[They enhance employees knowledge and promote inclusive practises and we have to provide expert guidance on things like universal design and assessment for accessibility best practises. So together we can help to support organisations at every stage to build an equitable.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Workplaces where people want to work.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:03:01 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So today is the third and last master class in the three-part series celebrating disability pride.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[And we thank you for being here and we welcome you to be part of the conversation through the Q&A tab.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:03:14 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[As Donal had mentioned, please drop your questions and comments there throughout the session, but let's first take a moment to reflect on our past sessions. And if you didn't have a chance to experience them, I urge you to check out the recording.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:03:28 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[While in the first session we explored disability rights and discrimination in Ireland, emphasising the importance of representation, visibility and voice for disabled individuals in the workplace, we acknowledge the progress made through the UN Convention on the Rights of Persons with Disabilities, while recognising that the challenges still persist.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:03:49 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And last week, we delved into the fascinating topic of intersectionality and its relation to disability, understanding the power of adopting an inclusive approach became evident.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[That fostering inclusion requires the collective effort of everyone from educating others to actively listening.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:04:06 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[With an open mind.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Now we shift our focus to some exceptional leaders with disabilities who will share how their lived experiences have become a driving force for transformative leadership.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Through their stories will help to gain a deeper understanding of the power of diversity and inclusion in the workplace.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[And for me, as a person and leader with cerebral palsy, this journey has given me invaluable insights into the challenges and opportunities faced by disabled entrepreneurs. But that's just my own experience and my own journey, so I'm delighted today to be joined by.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[These speakers to help share their own.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[And our goal today is not just to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Understand the challenges faced by disabled leaders but also gain practical advice on how to harness our own strengths and unique perspectives to drive innovation and positive change.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[To do that, we can help to create a more inclusive and supportive environment for everyone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[So let's turn our attention to our scene panellists Martin, Jose and Peggy. Each of them brings a wealth of experience and expertise, and I'm eager to share, hear their stories and insights. So let's begin with the journey.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:18 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Of learning and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:19 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Library. But let me welcome our panellists for today's session. Martyn, if you'd like to introduce yourself.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:27 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Sure. Thank you, Matt. And yeah, thank you everyone. It's great to be here today talking about an important topic and raising awareness.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:35 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So I'm a white male with short brown hair and wearing a blue and white checked short sleeve shirt, and I'm sat in my power wheelchair in my living room.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:47 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Right.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:48 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And yeah, a bit about me. So I've had my disability since birth. I had my first wheelchair when I was about three years old.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:05:57 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Education wise, I did a degree in economics and then a masters in marketing I.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:06:04 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Then worked for.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:06:04 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Five years at a disability charity called Scope.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:06:09 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Where I learned a lot about the social impacts around disability and learned all about the social model of disability.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:06:18 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And from there I embraced, I guess some of the tools that have come along the last 1020 years around blogging and social media and yeah, through creating content and building a community, I've become a sort of online activist in some ways.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:06:40 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[But also very entrepreneurial and I've been involved in starting a few companies and I'm currently the Co founder and CEO of the Purple Go marketing agency. That's a bit of a potted history there anyway.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:06:56 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. Brilliant. Thanks so much, Martyn. Uh, Jose. Would you like to introduce yourself.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:02 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Hello. Hello everyone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:03 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And glad to be here today with with all of you and just briefly introducing myself. So my name is is Justin and I'm an 32 years old white male with with black hair already also with some white spots in the hair and with green eyes. And then I also.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:22 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I'm also from Portugal, so don't be surprised to listen to a little bit different.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:25 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Accent and and looking forward to be here today with all of you and sharing like something that is my work, but more than my work is my life.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:34 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's my passion that is this passion, that of general, of making sure that, in particular in the area where I where I work, that is the sports world that everyone can reach their fullest potential and that everyone can.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:46 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Can lead. Can lead not only to their own dreams, but can lead the sports world also into a better place. So I'm looking forward today to be here together with all of.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:55 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thank you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:56 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thanks so much, Jose and Peggy.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:07:59 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thank. Thanks, Matt. Thanks very much and thanks for inviting me here this morning. Umm, so as Matt said, my name is Peggy Hughes.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:08:07 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[UM, I'm uh white middle-aged female with short grey hair this morning I'm wearing a pink top and I've got a a a cream coloured wrap because I'm in a room where the air conditioning is turned up fairly high at the moment and I'm wearing purple.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:08:19 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Rimmed glasses. UM, I'm a partner in a law firm called Mason Hayes and Curran here in Dublin where I specialise in pensions.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:08:28 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Law. I'm also a member of the Diversity Committee. Uh here within the firm where my own particular focus and interest is on disability access, inclusion and belonging.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:08:38 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I'm also a steering committee member of a group called the Disability Legal Network here in Dublin, which is a network for those working in the legal services.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:08:48 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Industry UM who either have a disability, who want or who want to support those within the legal services industry, industry with the disability. I suppose my own particular interest in disability stems from my own lived experience.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:09:02 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Two life changing illnesses, really in the form of a brain tumour. Initially about nine years ago, as a result of which I needed brain surgery, which essentially inflicts an acquired brain injury upon you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:09:15 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And more recently, I've been through a cancer diagnosis and successful treatments, thankfully, and UM, and as a result of those two life experiences.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:09:24 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Them my particular interest comes around to disability access and inclusion, and that's who I am, what I do, and why I'm here today and my expertise only comes from what I my lived experience and and what I learn as I go along and my experience is relatively recent.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:09:40 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thanks so much for for sharing that Peggy. And I think that's a a really important point to make, that everyone's journey within accessibility and within disability is completely different.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:09:51 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And to to to be able to help to elevate and share a lot of these stories is incredibly important because UM said everyone just goes through life.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:10:02 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[At at different points, whether it's like myself having born and have a policy, or you can acquire disability during your working life. And I think that for me, starting access Earth at a college and looking at trying to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:10:16 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Build out of business as a disabled entrepreneur. For me there was a few challenges and one of those was a a lack of UM representation within the area and kind of identifying those first role models and and mentors. And you know, here we are about 70 years later and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:10:35 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[While this is improved, I think that there's still a lot more to be done within that area and I.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:10:40 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Guess to that point, uh role models can really.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:10:44 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Significantly impact the journey aspiring disabled leaders uh uh, aspiring disabled leaders and UM.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:10:53 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Jose, if we might start with you, could you share some experiences in finding or becoming a role model and how this support has influenced your personal growth? UM.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:04 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Definitely, definitely, definitely and and thank you. Thank you, Matt, for for this great question. And when when we think about role models, I think they are, they're essential, at least in my life, they were essential to have people who inspire and who show that it's possible. It's possible to to create the change and to make sure that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:23 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That everyone can in like in the world that I work, that is mainly the.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:27 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Sports and the.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:28 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Football world that everyone can can reach their their dream of of, of working or having their own project.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:34 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And within the sports world and here, like some, some talking about some people who who really inspired me, like one of them. It's even you are self-made. So I couldn't.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:44 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I couldn't start with other person without mentioning you. You are definitely a great role model in in this field.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:50 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And and then like, of course there are, there are a few people that that will be will be impossible to not mention them here.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:11:58 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Like when this question came out, I I immediately thought in in in Joyce Cook, so Joyce Cook, that some of you might might know some like Joyce was the first ever disabled person.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:12:11 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[To to achieve it, a sea level position in in, in FIFA and and and she's the proof that that many times the change it's it's made internally it's it's in it's in it you can like and and the the what I believe is that the.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:12:27 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[The best way to change the sports world and the world in general and the organisations like the main organisations, is really it's for that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:12:34 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's really important that we have like a group of disabled leaders, a group of disabled people who are in key in key leadership positions that can foster change in this organisation. In the case of of choice in FIFA is an.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:12:47 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Is a perfect example.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:12:48 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Well because because like since Joyce was in FIFA like, it's not that everything now is perfect and there is still a lot of work to be done, but they were definitely incredible improvements.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:13:00 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[For example, since she wasn't appointed us at that time at as Fifth Chief member associations officer, she, like FIFA, started hiring.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:13:09 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[A. A person specifically to work specifically in the area of accessibility and inclusion of disabled people, FIFA produced several documents even now is producing an accessibility handbook, FIFA.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:13:22 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Is FIFA and also like also started to have to to have like people specifically focused and accessibility in the local organising committees of their of their tournaments and even even in terms of power football inclusion there it was created like a power of a power of football working group and now they are producing a toolkit.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:13:43 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Also in around this this area so there is, there is definitely an impact and there is definitely an organisation before this person.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:13:52 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And was in the in the leadership position there and afterwards. And and this is only one example, I could also mention for example the case of this marked in the International Committee of of Red Cross, who since he was he was there like Red Cross, the International Committee of Red Cross Cross started to develop like inclusive sports projects.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:14:15 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[People after after Jess was in was was in in the ICRC it the the the Red Cross like they they started to promote to support like an amputee football project in Palestine or even a wheelchair basketball team in in Sudan. So there there is impact these people like it's important to have.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:14:35 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[People who whom who really are connected with this area.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:14:39 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[In key in key decision places, because that's the main change. I always believe it's it's internal. It's like from inside and it was that why that?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:14:49 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Why? That reason that we also decided in 2017 to create the football for all leadership programme so that and and just briefly introducing, so the football for all the leadership programme.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:00 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Is the first international programme designed to support disabled people in the fields of employment, entrepreneurship and network in in the in the sports world, mainly in the football, but in sports in general.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:11 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Because we believe not only that everyone has has the opportunity to live their sports dream, everyone has the opportunity to work or to lead a project within the sports world, but also because the sports world needs 16%, officially, 16%. But we even think it's more according to the World Health Organisation, 16% of the global population.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:32 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That we even think.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:33 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's even more, and the sports world cannot miss, like, cannot be just an area for 84% or even, I think less percent percentage of the population.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:43 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Sports needs to be for everyone and only by having disabled people also, as part of the game in leadership positions we can we can ensure that everyone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:53 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Everyone will be part of the game.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:15:55 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Absolutely, absolutely could not agree more. Jose, and I'm looking forward to learning more about the amazing work you're doing with integrated dreams.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:16:02 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Uh, later on. And Martin, I think that we we we've started our our entrepreneurial journey kind of at at at a similar similar points and and that with you in the UK and myself in Ireland. Have you had a similar experience in in identifying those role models and mentors and?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:16:18 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[How have you seen that that change over the years?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:16:24 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Yeah, I think so much that journey, they said. Within the football world is very applicable to entrepreneurship and all the other parts of life.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:16:34 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I think for me, when I was a sort of a teenager, I don't remember political leaders or entrepreneur leaders or business.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:16:44 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[There's even sort of cultural, you know, we're talking now about social media and kind of the influencer world. There just wasn't that representation of disabled people across all those areas.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:16:57 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I think when I started blogging and and doing a lot of the things I began in 2000 and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:17:03 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Like it was that sentiment of what would I, what did I wish could have existed when I was a teenager?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:17:11 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[How can I be a part of creating something like that to give that to the next generation so you know it started with me just writing about travelling around and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:17:23 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Starting the businesses and you know, even when I was back in my London younger days, that sort of dating antics as well and I think just that word representation is is so powerful and and so important.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:17:38 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I think since 2012 around the London Olympic and Paralympics, we've seen a a bigger uptick in the media world. And obviously media has such a positive effect, has a has a negative and or positive effect on culture. But by having representation of different.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:17:58 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Community groups and the media.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:00 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That has to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:01 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Be a good.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:01 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thing in terms of of role models, to your point about entrepreneurship, yeah, that there's, I feel like it's kind of my peer group like yourself, Matt and others that have been doing more the last five to 10 years. And so there wasn't anyone that was disabled and entrepreneurial that I could necessarily.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:20 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Learn from. So I learned and was inspired by general entrepreneurs. But I mean, even last week at purple Goat, we won an award in the marketing industry. And I know and hope.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:33 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That that's going to be such a powerful signal to younger, disabled people as to what can be possible. So yeah, role models is so important. And I think representation is very much part of the same conversation there as well.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:50 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Absolutely. And congratulations again on that award. It's it's, it's amazing to see that take taking centre stage. UM, Peggy UM in terms of, I mean you're.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:18:55](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thank you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:19:01 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Literally building out the next generation of role models within the disability legal network. What? How, how have you seen, uh, a change happen over the last few years? UM with within sort of the legal space in your own journey as well?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:19:15 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Yeah, I guess. Uh, my my story and experience of role models really is largely influenced by the fact that, uh, mine was a case of acquiring a disability a bit later on. UM and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:19:28 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I suppose I was having to adapt to a new reality. So during this time, I was pretty much identifying particular challenges as I encountered them and and and adapting.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:19:40 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And while you know my medics were wonderful people, they couldn't really help other than to confirm that what I was experiencing was entirely consistent with.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:19:50 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You know the surgery had had done and there were no role models as such. It was a case of adapt from my perspective, many way it was a case of.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:19:59 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Acting. I was open with my colleagues about my situation and we worked together to accommodate my particular needs here, and I've been blessed with the support I received here in Mason Hayes and Karen.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:20:11 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I mean, uh.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:20:12 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Professional services, whether it's legal services, accountancy or whatever, professional services tend to be quite conservative industries.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:20:20 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And uh, so issues like disability weren't, in my experience, weren't routinely discussed, and additionally you're you're concerned about your working future yourself at that time and the possible impact on your professional practise.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:20:33 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And at a time like that, UM, it would have been invaluable to have a mentor or a role model.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:20:40 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Uhm, that I could have turned to for guidance, and I certainly wasn't aware of anybody.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:20:46 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[However, I did have the benefit of having built up what I call professional capital because I was already at partnership level and so both clients and my colleagues already knew my worth and my value. So I was focused really on maintaining that and sustaining that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:21:06 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It was the only way I could see to addressing my particular concerns and as such, you know it was more by chance as designed that it seems to have worked to be honest, because I was just feeling my way with it.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:21:17 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Uhm, but as as a result of this, you know, I've become acutely aware of the lack of such role role models and the need for some.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:21:24 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So I've I've really just fallen into this particular role, if that's what you like to call it. And as it's largely happened as a result of my encounters with with some other people and the the main ones were really Jane.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:21:37 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Part of the disability Disability Legal network here in Dublin and also Tara.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:21:42 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Him who is an internationally recognised an award-winning you're a divergent CEO and social entrepreneur and we're on a panel discussion together about a year ago and UM, you know, she just made me think differently. I I couldn't see how my necessarily see how my experience could.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:22:02 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Offer something UM to to anybody other than myself because I was literally just finding my way myself. But that's.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:22:10 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Said UM, it was participating in panels like this that actually something eventually just clicked because it was the reaction in particular at one of the disability legal network events.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:22:21 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[There tends to be a very, UM, a group of young lawyers who come along and and at the end of the events, it's the react, their reaction, the how much they want to discuss things and their interest. And while they might not necessarily disclose.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:22:36 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Just. Uh, perhaps an invisible disability to you and you. You. I sometimes get the sense that maybe there is something going on for them and they OK, that's.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:22:45 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I respect and I respect their their wish not to be open or say anything about it, but there's obviously an interest there and there's a need for it and they perhaps gravitate towards people that they find.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:22:57 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Were being open about the discussions themselves and and so I think that's really how I have want of a better expression falling into this.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:23:06 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Paul UM, because I've seen the response and I certainly believe that there's a need and a desire amongst younger people within my profession.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:23:15 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[UM for people further up the food chain, as it were, you know to be a bit more open about their own experiences. It's a very personal thing. Not everybody wants to or is ready to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:23:26 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Talk about, particularly if they've acquired something relatively recently, they're often just grappling with the reality. They're new reality themselves.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:23:35 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[UM, and therefore because I'm a few years down the line now, and I've had such support myself and I see the need there.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:23:44 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I have a little bit of a, you know, tiny bit of a platform at my level within the organisation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:23:50 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Then you know there's a need and it's the right thing to do and I'm pretty passionate about it. Now at this point and and certainly I see that once you are create an awareness and educate people.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:24:06 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[There is an interest there. People want to know. They want to do the right thing, but very often are paralysed by by, you know, being afraid of doing the wrong.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[And so if I can have any small role in advancing awareness and education in this area to help those people actually do something rather than do nothing, then that will be something achieved.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:24:27 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And so it's seeing the need that's there for it and and a bit like Martin wishing, pardon me.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:24:35 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Wishing perhaps there might have been somebody there that I could have turned to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:24:39 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Would have been great, it just wasn't the situation, but that is changing, certainly with the disability legal network, there is a network now here in Dublin that people, young people with a disability within the legal services profession know, know about and can reach out to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:24:52 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And that makes a huge difference, I think, to people to know that there is a safe space you can go to and talk openly.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:24:59 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. Brilliant. No, thanks so much for that, Peggy and I think.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:03 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That's gonna kind of.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:04 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Shift perspective slightly and kind of look and delve more into those.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:09 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Particular experiences and and and perspectives that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:12 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[We found during that journey and kind of maybe what it was like at the beginning is thinking that setting things up and what you've, UM, maybe some of the challenges that you've encountered and how you kind of overcame those, Martin with setting up purple goats that's now and and and award-winning marketing agency.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:30 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[What? What kind of first strategy won that journey to set up that business and kind?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:34 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Of where did you start to go with sort of creating those changes not just within the workplace, but within the customers that you're facing as well?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:25:45 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Yeah, sure. I mean, it's sort of referenced a little bit earlier. It was over quite a long period of time in the various sort of social initiatives and different projects and and different businesses happen. But I think for me, when I look at, you know my entrepreneurship it experience.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:03 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Leadership that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:05 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's been very mission driven. So when we hear the word entrepreneurship, it can be a little bit sort of stereotypes historically around hustle culture and around, you know, making billions of investment. And of course that is some.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:25 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Story for some people, but for me.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:28 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Entrepreneurship really is.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:29 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[About taking problems in the world and using entrepreneurship and business to solve it and and so for. For me the overarching thread has been how to make the world more inclusive and accessible for everybody. So when I started the magazine disability horizons, that was very much.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:50 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You know, around giving a platform.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:52 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[For people to tell a story.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:26:53 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Stories accountable with about accessible travel, and that was acquired by Airbnb and then through all of those different learnings and experiences.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:27:04 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[The idea just bubbled up around 2020 of you know what, if there was an agency that could help brands have better marketing representation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:27:15 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Using social media and all the kind of influence and stuff that we hear a lot about.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:27:20 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[But as a tool for disability inclusion, so that's not where the the evolution happened and where it was very mission driven.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:27:31 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[But then, yeah, of course there is the nuts and bolts thoughts there is that you know, what's the product, what's the service, what you know, how much to charge, how to find?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:27:40 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Great talent. And so from launching to three and eight years later, I've certainly learned a lot more the last couple of years about growing and scaling a business that still has that social mission, but is also working with global brands and having to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:28:01 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I suppose, yeah, I understand more of the corporate culture and you know, multinational businesses, so I'm still learning as much today than I ever have done in, in my journey. And I think that's another attribute that's been important. Is curiosity always looking for that?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:28:20 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Guidance and support from others and really collaborating and partnering with different people. And you know without going off into too many cliches, but cliches are there for a reason.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:28:32 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It is about the people and the team that have come on the journey with me and I think that that's been.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:28:39 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Another powerful lesson I've had with purple guy that my job as CEO is to get out of the way and in power of the team and not always be at the the centre of everything as well.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:28:53 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant, pretty. The next much part. And I think it's it's it's incredibly important piece that in on the entrepreneurial side at least that it's it's a journey and as we kind of look at you know what we're doing with accusers I I very much hope is on the whole idea of progress over perfection and I think.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:10 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Like that, we're really looking at, as you said, Martin, to kind of help to build up and inspire others within within the community and within your own team.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:19 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I think that's that's that's incredibly important and shows, say, what inspired you to kind of set up integrated dreams within the sports space. It's obviously sports, a very competitive field.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:30 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So kind of what?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:31 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[What? What brought you into that?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:32 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Definitely, definitely. And we need to win the match of inclusion. Definitely. No, but no. But the I think it's a great question, Matt. And then and then.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:42 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Here there is a there is a key there. There is a key moment. There is a key moment in my life that's that's really opened my eyes.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:29:50 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And really, when I really, really realised that we needed to do this was once when I when I was in, I was in Switzerland and the conference around football and an inclusion in general football and inclusion.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:30:04 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And here there was a one of the big talk at the point there was a session around disability in football, like the future of disability and how to include disability in football and in that conference there were around 200 people and one had disability and was in that moment that I felt like, OK, it's great that we are all here. It's great that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:30:24 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Everyone has an opinion disabled and disabled. It's great that everyone has has an opinion in that topic, but how can be here 199 people deciding one thing that they they don't know what it is, they don't know what is, they don't feel it every day, they don't live.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:30:41 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[With it so and wasn't that and how can we be all deciding here? One thing that without including the people that are really, really leave this situation and really need really need to be listened around this topic and it was in this moment that's that I think was the the key moment. And when when I when I decided that we need really to to do something with the sports.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:02 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It cannot be just decided by 8484 that I we even think it's lesser, but 84% of them of the global population.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:12 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You cannot. It's it. It cannot be anymore like that. So I think that was like the moment where I really open my eyes because when you go to a conference around football and disability and from 200 people, only one has disability like something is not working well.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:29 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Absolutely, absolutely. I think we've been to a few conferences like that, Jose, and it's it's.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:35 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[He is about representation, yes.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:36 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Even even two months ago, we were in.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:38 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[One of them exactly.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:41 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Exactly, exactly. And I think, uh, I just want to go back to some of Peggy's points about sort of looking at, uh, acquiring a disability in the workplace and looking at it from a from kind of an Irish UK perspective where it's anywhere from about 70 to 85%.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:31:58 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Of disabilities are required during that work.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:01 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Journey and Peggy, when you had looked at, you know.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:08 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And that experience through your career?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:11 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Where? How is your experience changed from?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:15 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Before and now that you're that you're building out building your journey, as you mentioned about your social capital and things, but.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:22 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You know, can you talk a bit?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:23 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[More about that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:23 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Yeah, yeah, absolutely. I I suppose, you know, I've been privileged and had the luxury to build careers so far in my life and managed to build both in a world that was built for me and designed for me. I trained initially as a nurse and and train, then transitioned.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:44 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And to.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:44 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Oh, and as nanny nurses do, actually, I'm curiously, and I joined Mason Hayes and Karen around 2011 as a partner and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:32:54 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Built out my practise again with the luxury of youth and good health, and but that changed when I was diagnosed with the brain tumour tumour and had my surgery.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:33:05 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And also subsequent to my, you know, cancer treatment and serious illness, all those impact you and influence you and you know as a result of these you know I know what it's like to live and work in a world.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:33:19 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That is not always designed for or sympathetic to my particular challenges anymore. But like anyone with any disability, you adapt and and my challenges are not as great as many, but the the the experience has given me a, you know, a really new perspective.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:33:38 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's made me very aware that it's essential for organisations to cultivate a a safe and open culture where everyone feels safe and valued and and can be themselves, I mean leaders and leaders, I suppose, with a disability are uniquely placed to help achieve this.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:34:00 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You know, inclusive leadership in in Narnia organisation is absolutely fundamental to progressing the disability, inclusion and belonging message within the organisation because the real power to deliver.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:34:15 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[On disability inclusion within any organisation and equality, it lies at the top table in any organisation and and without the support that I have received at that level from within, Mason Hayes and Karen UM, I could not have been able to pursue as many initiatives as I have within the firm.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:34:35 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And you know, I I suppose those are two messages that I really want to get home here today, you know, to any other leaders out there in other organisations.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:34:46 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Reach out to the real experts within your organisation and when I say the real experts, I mean those with a disability.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:34:53 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You know, you don't always. Not everybody declares or discloses their disability. I accept that entirely. But, you know, everybody knows somebody with an organ within an organisation. I'm sure in many organisations, perhaps not smaller ones, but in many organisations.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:35:07 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And you know, if you reach out to those people, the people and and give them a safe space to relate their experiences and give them a platform, they will guide you in the right direction and. And so cultivate the safe and open culture and leadership from the top and it.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:35:26 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Needs to be.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:35:27 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Open and very public and very active. It's not just for a day here and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:35:32 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Here, keep it consistent and you know, turn to those real experts within your organisation and there's loads of tips I can give and I'll go through them later on. UM, I'm sure, but those are the two areas that really.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:35:50 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I suppose you know have been influenced greatly by my own experience.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:35:55 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And and I'm not saying that they weren't there all along, but it it it's.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:02 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I I just think a bit more work can be done by more organisations as you say. Say you'll say represent representation is everything you know.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:11 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Every business is a microcosm of its local community, and if you look around your organisation, you don't see your local community and minority groups represented within that microcosm.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:23 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[In the business then, more work needs to be done.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:27 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And and those are the kind of things that I've been they're the issues I've been influenced around as a result of my own experiences.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:36 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thanks. Thanks so much, Peggy. And that leads me neatly on to the next question with so many organisations here today, uh, each at different points and their kind of accessibility journey.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:47 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I'd love to come to each of you to share maybe 2 to 3 bits of advice you would have for them on how how to start and UM, Jose if we want to come to you first on that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:36:58 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thank you. Thank you, Matt. And here I I will have mainly 22 advices like the first one is like the first one is don't go alone, don't go alone like I think here is important like to like even to go. This is a process like inclusion is a process within an an organisation and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:37:18 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And it's important as as mentioned, even already today by by Peggy and by Martin to to to to see what other organisations who already started this process are doing.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:37:29 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Also to to ask the support for for from organisations who have experts in in this field, for example here the Internet either at national level or or at an international level, but at an international level.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:37:42 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[For example, the International Labour Organisation has done a great work on this field and they even have have have a business disability network.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:37:50 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[For example, for organisations who want to work, who want to be part of a network of inclusive organisations and want to to to to make this path together with with their organisation, so that you are not alone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:38:02 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[In this field and so I think it's important that organisations ask for from feedback for collaboration from either from organisations who are experts in this field or from organisations that are similar to them and already started with the process. So I think that that is that is key because when when we think in inclusion.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:38:22 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's just not thinking today we will employ 200 disabled people. OK, that's great. But to employ these people, it's important to have an an accessible office. It's important even before the office. It's important to have an accessible recruitment process.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:38:37 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's important to have, like the other employees, prepared and and with training to work with, with, with, with everyone.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:38:43 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It's it's there are there are a few, a few points that it's important that it's it's not in one day that's that's that everything is changed. And so I think it's important to don't go alone. And then the second the 2nd.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:38:56 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And the second point I would mention and maybe even the most important one is do it with the right perception.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:39:05 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So do it like and here one of them one of them. The things that for example in our work that that leaves me more sad is when for example some of our stakeholders like or clubs.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:39:17 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Or national federations. They even do it with the best intention. But we really think that they were while they are employing one of the participants of the football for all leadership programme and sometimes it happens is that they are doing it as they were doing their favour. They are doing it as this. This was their corporate social responsibility and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:39:36 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[This and this is what we say. No, this is not not not the objective at all. This because when when you employ a disabled person or when you start including in inclusion as part of your of your strategy, it's it's a win win. It's an opportunity that you are that you are taking for your organisation. It's an opportunity.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:39:56 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That as the the most recent studies from BCG, like 19% of the organisations who are diverse, have more probabilities of being being innovative. So.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:40:07 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So 19% more opportunities of being innovative. So, so this is this is not the favour that you are doing.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:40:14 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So the I think even the the main the the two big points, it's point don't don't go alone go benefits from the expertise and the work that has been done already in the past that has been done from similar organisations.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:40:28 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And also from international bodies who can support you like ILO and and others, and also do it with the right perception, do it.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:40:36 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Because because by including everyone, you are winning. You are. You are winning. You are becoming more innovative. You are reaching to different people.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:40:43 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You are. You are. It's not only a favour, it's it's a win. Win also always this topic and and OK. You are helping one person because you are giving a job or you are giving a leadership position but this person will help you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:40:56 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Even much more than than you are helping this person. Yeah. So I think these are the main two points that I would mention.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:41:02 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Thank you, Jose Martin.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:41:06 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Yeah, everything that they said in abundance and and I think I guess a couple of points for me on top of that is it's just understanding that historically and presently there are barriers that disabled people and it's glued people. And the more you're aware.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:41:26 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Of what's prohibiting people joining your company and the team, or maybe they're already in the team, but there are barriers to them untapping more of their potential, and likewise, the same barriers that are stopping disabled customers from accessing your goods and services.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:41:44 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[The more you're aware of those barriers, the more the solutions naturally follow, so it's it's awareness of barriers, definitely.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:41:52 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And then yeah, I mean it's a big tagline at purple going and it comes from disability activism decades ago is nothing about us without us. So disabled people should be.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:04 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[At the centre of these conversations, don't identify barriers and identify solutions. Hypothetically, speak to the people that actually are at the centre of this conversation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:17 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. That's that's absolutely a key key point within this it's but designing with not for.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:23 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And and Peggy, if we can come to you for some words of wisdom.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:29 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I follow Jose and Martin, I'll do my best.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:34 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I suppose from my perspective.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:36 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Businesses are, of necessity, focused on profit margins and market position. So if we hope to affect real change for people living with disabilities within business, we need to help business leaders.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:42:50 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[To stop seeing disability, access and inclusion as a charitable endeavour, they really need to understand and see the business case for greater focus on disability inclusion and its role in business success.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:03 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And those of us who have a disability and are in a position to do so really need to help businesses.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:10 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[See that business case from an investors perspective, it's been shown that disability inclusive businesses.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:18 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Actually performed better than their peers. In fact, Accenture found that companies that embraced.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:24 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Best practises for employing and supporting people with disabilities achieved 28% higher revenues double than net income and 30% higher economic profit margins over 4 year period.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:37 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[ESG is everywhere now and and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:42 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You know, a disability inclusion is a key factor within the the ESG pillar framework and businesses need to be reminded of it.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:50 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[In fact, Caroline Casey's variable valuable 500 organisation has set out very clearly this in one of its recent publications.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:43:57 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So they've said that the environmental pillar, the requirement to ensure that sustainability of built environments and future proof business practises.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:44:04 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Means that companies must adhere to accessibility regulations and cater to ageing populations.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:44:10 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Under the social pillar, the criteria relating to how companies treat their workforces and local communities extend to Equal Employment for people with disabilities, health and safety compliance and the provision of products and services to the disabled community and the governance pillar. The evaluation of board composition and management practises necessitates representation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:44:30 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Of disabled people at leadership level as well as at corporate as well as corporate strategies for disability inclusion.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:44:38 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So you know, there are all manner of reasons why businesses there are businesses are really good business case there for.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:44:45 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Working hard or on UM, disability access and inclusion, but a couple of tips that I would say is try to have a disability champion to bring focus on to disability inclusion.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:44:56 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Give them time and give them the support that they need to create the initiatives and and do everything that needs to be done from that. From that perspective, if you have somebody there to champion the.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:45:07 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Cause you can't give focus to it because otherwise you know it it you're not having to take away from other competing interests.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:45:14 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That and you can devote your energies to those and let this person be your champion and guide you, as Jose said, collaborate with other organisations, for example, for us the disability legal network and signing up to the Law Society.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:45:28 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Them Jedi pledge nothing to do with Star Wars. These organisations really can help you to elevate your performance on disability and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:45:38 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Inclusion and education is key, you know, provide disability equality training for all, make it make it compulsory for everybody in your organisation at every level in your organisation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:45:50 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Leadership and support from the top. Uh, because that philtres down uh, that that impacts the culture and and and, you know, drives from the top your website is your window to your business.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:03 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Look at it. Is it accessible? Does it meet accessibility requirements for people and think about every aspect of your business?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:10 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Your events, your service providers, your recruitment, your retention procedures, your service delivery are.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:15 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[They accessible into.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:16 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Use of and and the disability and inclusion is an investment in your business. It's the same as any other many other areas of your business and and and often there is little or no extra cost involved for accommodations.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:31 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Just to reiterate that message, I think that message came through from Siobhan long of Enable Ireland and one in this in the session.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:37 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Last week, UM often the accommodations cost far less less and sometimes nothing. UM.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:44 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And back to what Jose said as well. Ask the experts. Those with disability themselves and and seek help from expert organisations.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:53 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I think they're the main things I would like the more than one or two, sorry.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:58 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[No worries. Thanks, Peggy.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:46:59 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I think conscious of time, I'd just like to wrap things up with a quick question for each of you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:04 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[What advice would you give either to your younger self starting out with what you know now in the business or entrepreneurial world, but also?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:13 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[What advice would you give to an aspiring UM sable person who wants to become a leader within their space? Martin?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:22 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And it's a difficult question to still attend to one piece of advice, but have a go.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:27 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I think one thing for me is always when I.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:29 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[When I.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:29 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Still now mentor and support younger kids with disabilities, and particular is to to dream big without getting stuck in that access needs and the barriers. So by that I mean find your passion and and that that thing in life.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:47 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[That you really care.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:47:48 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Out from that place of you know what you want to do as a person, regardless of disability, then it's about the practicalities and obviously embracing and understanding because everybody has limitations, right, like disability and no disability. So I think it's about.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:09 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Finding the passion, leaning into the strengths, but also working on those weaknesses as as best as you feel able to overtime.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:20 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. And thanks, Martin. Josie.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:22 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[What advice would you leave with?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:24 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Good. Thank you. Thank you, Matt. And here and my advice my my final advice will be for will be to for to don't be afraid of anything to don't be afraid of anything because in this case, who needs to be afraid are the are the are the then disabled people because the disabled people are much more prepared to be leaders.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:44 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And then then, then this disability is having a disability is one of the best trainings to be to be a leader because?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:51 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[By having a disability, you need to think on anything in everything in advance you need. You need to be creative.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:48:57 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You need to think many times outside of the box because the world is not prepared for you, so you need to think outside of the box you need.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:49:04 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[You need to be prepared for many challenges so you are don't be afraid because disabled people are much more prepared to be leaders.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:49:12 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And they are leaders. But disability is the best training to for leadership and and they are much more prepared to be leaders than non disabled people.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:49:20 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So who needs to be afraid? Is is than non disabled? People don't be afraid and and do it. Just go ahead.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:49:28 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And that's I I love that. Peggy, take us home.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:49:33 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Again, yeah. Again, again, minor sort of influenced by mine being an acquired that's about it. So what I would say to my younger self would be to trust your instincts. They've always been very good.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:49:46 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Learn to embrace change more readily because life will bring many changes for you and throw much at you, and the sooner you'll learn to embrace change, the quicker you'll adapt and the quicker you'll thrive again in your new reality.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:00 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Am I suppose as one thing as well as you move up the career ladder through life, never pull the ladder up behind you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:07 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Look down. See who's behind you, and unless they're a mad axe murderer, reach down and give them a hand up.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:14 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And if you're worried as to how you'll tell whether they're Maddox murder or not, go back to number one. Trust your instinct.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:20 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[It'll get you there.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:21 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[UM, they'll be my main tip.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:24 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. Thanks so much, Peggy. And thanks so much, Martin, Jose as well.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:27 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[For just.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:28 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[A really entertaining conversation and I wish we could talk for.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:32 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Far more than the time we have now, but uhm, if I want to go back to Donald, do we've I think we've time for.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:37 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[One or two questions.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:39 Dónal McClean](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[We do indeed, Matt. The first question I have here is as we celebrate Disability Pride month, how can we encourage more dialogue and awareness around the value of diversity, particularly in leadership positions and breakdown barriers that may hinder individuals with disability from accessing such positions?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:50:59 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Hey, who who would like to take that that particular question?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:51:05 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I suppose I'll I'll just have a stab at it. For me, it all goes back to culture and cultivating the right culture in the organisation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:51:14 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And and I'm. I'm thinking back to some of the in early initiatives. When I joined the Diversity Committee, one of our first ones was how just celebrating International Day for Persons with Disabilities.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:51:27 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And trying to open out that conversation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:51:29 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[So you know, myself and another colleague here wrote a piece about her own experiences, and we circulated it amongst everybody and the staff and also put it up on our Internet for everyone to read. And it was, it was very simple and small starting point for people to see, hear were.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:51:49 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[People in positions of leadership within the organisation being open about their own disability.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:51:54 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[City and, you know, encouraging people to join the conversation with them. It was very small. It was just one small thing, but it started a conversation and the number of people who subsequently, you know, approached me to tell me about their own stories are something within their own family meant that it actually had resonated and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:14 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And then making sure that once you've got that initial step following it up with other initiatives, you can't just stop at that.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:20 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Obviously you have to keep going with other initiatives. So it was about trying to start it to me start and and and.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:27 Peggy Hughes](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[I suppose to cultivate a deeper culture, because I was already very well, very well supported within the organisation, so we're starting from a good point, a good position, but no, nowhere, everywhere can make you know progress and make improvements. So for me it's about the culture in the organisation.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:44 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. Brilliant.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:46 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Martin. Joseph, do you have any points to add to that?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:49 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Yeah. I mean, I think it is an opportunity to double down on some of the points that we've said already and that everything Peggy said around culture is absolutely vital.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:52:59 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And I guess just kind of saying what Peggy said before about the business case. So it's, you know, sometimes businesses understand that the general ideas.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:09 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Around culture and around diversity and leadership, but they maybe would have a more financial view of, you know, should we invest in this, because what's the benefit?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:20 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[To the business.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:22 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Some people may judge that view, but at the end of the day, a business is set up to make profit and then fortunately, we're now armed with all these facts and stats from the valuable 500 and various other brilliant organisations which says, well, actually you will make more profit if you invest in diverse.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:42 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Talk to the site instead of just building on top of.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:45 Martyn Sibley](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[What Peggy said, right?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:47 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant. Brilliant. Should I say any closing thoughts?](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:53:50 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[No, in this case I would just like make the words of of from Peggy and also from Martin my words and it I think it I agree with totally with what Peggy and Martin said here.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:00 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Like it's a lot of topic of of culture and also of, of of opportunity, of show, of showcasing this that when, when organisations are open to this.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:10 Jose Soares](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[They they are not doing a favour, they are. They are, are in fact they are doing a favour to themselves, not to not only to to disabled people, they are doing a favour to themselves.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:20 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Brilliant, brilliant. And so I I wish we had so much more time to explore this, but thank you. Uh so much for for.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:29 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Just being part of this series and this this really lightening conversation. So Martin, Peggy, Jose, really appreciate your time.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:37 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And and it's been incredible to hear your stories and share your unique perspectives and and really I think that really helping to build out a a culture of disability leadership.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:50 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Across so many different industries. So thank you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:53 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[UM, yeah, so I think I'm just gonna take the time to to close this up a little bit.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:54:58 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[But today, we've really explored the importance of representation and the power of mentorship and the need for continuous efforts to create an inclusive workplace. So this is really a journey for everyone, and I encourage you all.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:55:12 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[And whether an organisation or otherwise to to try and take actionable steps, uh, whether it's reaching out to both ourselves and elisio for this or looking within within your own organisation to take this first.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:55:23 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Steps I really want to thank our audience for being so engaged throughout, not just this series, but through the rest through our other two series and really encourage you all to spread the recordings once they're available. And finally, just to remember that this is just the beginning of a journey.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[00:55:40 Matt McCann](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

[Becoming more inclusive and it's just about continuing those conversations and supporting one another in this space. So again, thank you everyone and UM really looking forward to to the next, UM.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Stage in this journey, so thank you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)

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[Thank you.](https://accessearthoutlook-my.sharepoint.com/personal/matt_accessearth_com/Documents/Transcribed%20Files/%28Audio%29%20Virtual%20Masterclass_%20Leveraging%20lived%20experiences%20for%20leadership-20230726_110220-Meeting%20Recording.m4a)