



Founded from **Love**

‘...The art of communicating without words...’

‘...Giving disabled people a voice and creating the opportunities they deserve...’

My Journey...



Pre-Disability (1969 – 2006)

- BA. Law & Economics. MA International Business Law.
- Asset Management / Hedge Funds 15 years.
- Budgetary control: Tens of £m's.
- COO Investment Division.
- **Negotiated trading rates with Brokers.**

Post-Disability (2006+)

- Private Equity / VC / Investor / Mentor.
- **Judge: Microsoft, Innovate UK, AZ, Starable**
- Heard **3500+ pitches** (1400+ in Disability space)
- **James Caan – Dragons Den (Hamilton Bradshaw)**
- Equity Stake. £8m Valuation. Business failure.
- Growth Expert. Goldmans Sachs 10KSB



Boxing day Tsunami 2004: 227,898 Deaths



17 minutes that changed a life...

- Water Birth
- Rush to induce labour (Reflexology)
- 7 days – Live or Die
- ‘Vegetable’
- Dependent
- Cerebral Palsy
- Benchmarks



James Caan... My Hero...



1. Zero to Hero: 3,650 Days
2. Hero to Zero: 820 Days
3. Zero to Hero: 4 days

Our platform



1



2



3



4



5



Kaleidoscope Investments

Investment

Incubator

Offer Investment

Support

Kaleidoscope Recruitment

Recruitment

Source Jobs

Onboarding

Job coaches

Kaleidoscope Advisory

Training

D&I Infrastructure

Accessible products

Increase Sales

Kaleidoscope Mentoring

Mentoring

Provide Mentors

Growth method

Assist with Exits

Kaleidoscope Foundation

Grants

Offer Grants

Further education

Sharing circle

For purposeful profit

Not For Profit

Our Experience



1700 : 65 : 28 : 8

Met 1600+ people with disabilities
across 65+ disabilities from
28+ countries in 8+ years.

Ogilvy

St
James's
Place

Linklaters



50 : 16 : 6 : 8

Employed 50+ people with disabilities
across 16+ disabilities from 6+
countries in 8+ years.



Learnings...



1. Lack of Confidence / low self-esteem.
2. Unclear on skills / capabilities.
3. Rejection due to lack of opportunities.
4. Society determining their future role.
5. Unfair judgement and assumption.



Incubator Programmes



Our Incubator Programme has been **8** years in the making. We have met over **1,700** disabled entrepreneurs across **65** disabilities from **28** countries. This has given us some incredible insights and enabled us to create 3 programmes that are completely disability sensitised.

- **Discovery** Incubator
- **Recruitment** Incubator
- **Entrepreneurship** Incubator



Our objective....

“ ...Changing Perceptions...”

“ ...Preparing Commerce...”

The word **Disability**....

1. What **IMAGE** comes to mind?

What sees

Most people see **inability** and assume that disabled people have a physical disability and that they are less capable. This bias leads to **negative** perceptions and **unfair assumptions** resulting in a lack of **genuine** opportunities.



...and yet...

1 in 5 (14.6m / 1.85bn)

US\$13,000,000,000,000 trn

79% Of Disabilities are acquired...

What we see

We see opportunity. Disabled people can have visible or invisible disabilities, and many have an innate ability to **think differently**. This is a major asset and makes them uniquely able.



Jo Malone
JO MALONE



Ingvar Kamprad
IKEA



Whoopi Goldberg
ACTRESS



Tommy Hilfiger
TOMMY HILFIGER



Elon Musk
TESLA







Disabled Founders - No track record.....?

11 Disabled Founders / CEO's

11 Companies

US\$710bn+ Annual revenues

934k+ Employees

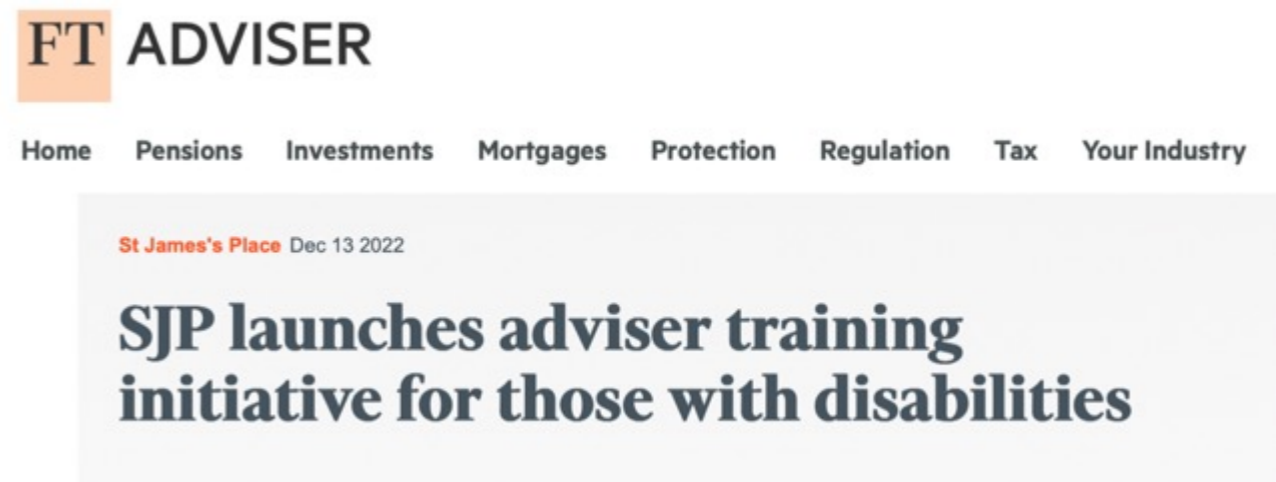
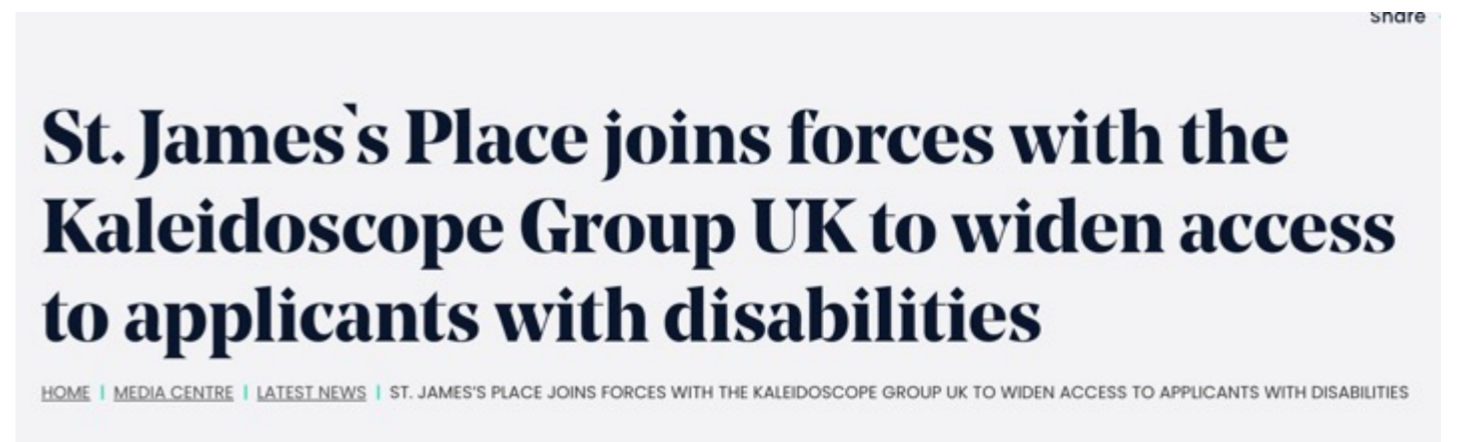
	Name	Company	Net Worth (2018/19/20) US\$ bn	Revenue (2019/20) US\$ bn	Employees (2019/20)
	1. Henry Ford	FORD	200.0	155.9	190,000
	2. Elon Musk	TESLA	167.0	31.5	70,757
	3. Ingvar Kamprad	IKEA	58.7	45.2	123,000
	4. Steve Jobs	Apple (CEO)	10.2	274.5	147,000
	5. Bill Hewlett	HP	9.0	58.8	53,000
	6. Charles Schwab	Schwab	8.2	10.7	20,000
	7. Stephen Spielberg	DreamWorks	6.2	0.5	2,700
	8. Richard Branson	Virgin	4.8	7.2	14,000
	9. Walt Disney	Disney	1.1	69.6	223,000
	10. John Chambers	Cisco (CEO)	1.0	51.9	75,900
	11. Tommy Hilfiger	Tommy Hilfiger	0.5	4.7	15,000
			US\$ 466.7 bn	US\$ 710.5 bn	934,357

The figures above are indicative and from various sources including Forbes and Bloomberg. Some figures have been adjusted for inflation and data has been sourced from 2018, 2019 and 2020. The Kaleidoscope Group of Companies can accept no responsibility or liability for any inaccuracies, or any losses arising from dependency upon these figures.

Case Study



1. Set Goal. Recruit 10 Disabled Financial Advisors.
2. Launch Press Release.
3. Placed partnership on website.
4. Fireside chat with Senior Management.
5. Internal Disability Awareness Training.
6. Reviewed Academy for accessibility.
7. Press Release on progress.
8. Podcast and used our branding.
9. Event to encourage more attendees.
10. Run incubator to maximise chances of success.



Case Study



1. Asperger's & Dyslexia.
2. Dropped out of school at 16.
3. **1920**, approximately 20% of the workforce were disabled.
4. **1927**, 13,000 people with disabilities – Blind and Visually impaired.
5. Time when disabled people were institutionalised.
6. Help war veterans.