



## SuperStar Communicator Podcast

# Mens Health and International Men's Day with Mike Pagan.

Susan Heaton-Wright [00:00:02]:

Hello everybody. I'm absolutely delighted to have my co host here in the studio with me. Isn't that brilliant? We don't have lots of different screens. And I'm even more excited to introduce Mike Pagan. Now Mike and I have something really in common with each other, which is that we were both born in Birmingham in the United Kingdom. So by rights we are both yummy brummies. Now that's not the reason why I've asked Mike to come on this this podcast. It's because Mike, who specializes in mental wealth or mental health particularly for men, and we are celebrating international men's day.

Susan Heaton-Wright [00:00:57]:

Mike is the mental wealth strategist who helps clients achieve positive mental wealth through building handpicked support networks and helping them unlock Significant Performance Improvements. Mike believes isolation kills creativity and prevents decisions making, which in turn can have a detrimental effect on both individuals and the company's level of success. Working alone can lead to introspection, nation and FAFFing, we know all about that, about increasing the failure of a failure, or the risk of a failure to deliver. This is interesting stuff, Mike, so welcome.

Mike Pagan [00:01:46]:

Thank you for having me. I'm excited.

Susan Heaton-Wright [00:01:49]:

So why in particular are you interested in men's mental health and well-being?

Mike Pagan [00:01:57]:

Well, ever since I was born, I I've I've always been male. So, hence, I'm I've I've got that sort of slight bias towards it that that that's kind of where. But joke joking aside, no. It's it's it's an area where, men generally, historically, however you wanna dress it up, are rubbish asking for help. It's and so having having a day where we are focused very much on getting men to put your hands up, ask for help, be be okay with being vulnerable. Be okay with not being perfect. We need to put frameworks in place where that is, allowed, that is acceptable. And and and that's why it's it's so important.

Mike Pagan [00:02:39]:



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So, yeah, that that that's what buzzes me on it. And and I doubt you got me straight into a story, but a very quick one. My father-in-law was around recently, and he is sort of mid mid eighties, brought up in the stiff upper lip, just get on with it. And the debate that was going on, and it's, one of my daughters was saying turned around to me after and said, how come you just didn't start throwing your toys at the pram? Because he was disrespecting all of your work virtually. I said, that's because he's not open. He's not there. It's old school. It's the that's the way it was.

Mike Pagan [00:03:15]:

It doesn't get the way things are nowadays. But that's the point. When we have good people around us, we make better decisions. We have a lot more fun along the way, but that only comes by us asking for help Put your hands up more at this time.

Susan Heaton-Wright [00:03:30]:

And do you think that, actually having the right people around is is key to this, because if say your your father-in-law, respectfully within your team with that closed mindset. Could that be a negative and it could drain your energy?

Mike Pagan [00:03:50]:

Absolutely. Because it because the good old sea anchor, they're they're the ones that drag out the back of the boat. They don't actually stop you, but they just prevent you from going at any pace. And it's We we need to proactively, intentionally choose the support network around us. And and The other element with that is, firstly, understanding who's in that support network and are they fit for purpose or not. And secondly, Have we outgrown? Have we evolved? Are we transitioning? In which case, we need to let certain people grow. Now that doesn't mean to say dump friends. I'm not that not that cruel.

Mike Pagan [00:04:26]:

But there are certain people that are no longer fit for purpose in that role. So they can still be great friends at the pub, at the, the sports facility or whatever it is you do, but then as far as sort of having your back and and coming up with Clear, honest, undivided, challenged, provocation, all of those wonderful adjectives. Then we need to go for the 2.0 or even the 3.0. So we've got good people around us that have truly got our back for all the right reasons and will get us challenged and provoked rather than just Draining our energy, as you say.

Susan Heaton-Wright [00:05:03]:

So Nick, you're obviously from a different generation. How do you perceive your network.



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Nick Simon [00:05:11]:

I think it's it's different in some ways. I think, coming straight out of a master's degree, I've worked with a lot of like minded, people who are driven in the same kind of sense. So I'm guessing, by, What do you mean by surrounding yourself with, individuals that help you? Is that from a similar point of view of interest and career interest and that kind of thing as well as, you know, friends from different, social areas.

Mike Pagan [00:05:48]:

Yeah. It's it's that part of understanding that, you're transitioning. When whether you're sort of going from school to college, college to uni, or apprenticeships, apprenticeship to 1st property, 1st job, all of those things. We constantly transition and evolve, and there's people through our lives. My my my late mother-in-law always referred to friends who are there for a season, a reason, and for life. And and, it was she would it's not her language. It would but she was the person who said it to me when I actually heard it, which again is something that we're all very good at. We've been told things a 1000 times, but then suddenly 1 person says it, and it makes sense.

Mike Pagan [00:06:25]:

And, this is the thing. The these are friendships and that will change and evolve because we're part of the same sports team. We're at the same university. We're at the same, company. But then as soon as you move, then those friendships, some of them just end because they were fit for that period of time. I lived overseas for a number of years, and when when we announced in the location we were living in that we were moving back to the UK, sort of 3, 5 months later or whatever it was, there were certain people who just dropped us like a hot potato. And it sort of sounds really brutal and rude, but They didn't see us as in their lives for the future, so they they moved on.

Nick Simon [00:07:04]:

And

Mike Pagan [00:07:04]:

it I mean, it's sort of, oh, that's that's not fair, but This this is this is where life is at, and we need to make sure we've got good people around us that that are More than friendships as well, because this this is where friends in a sports environment, in a union, at work, whatever it is, Will ask certain things, but at no point until we give them permission Will they ask, dig deeper, and and and allow us and enable us to be truly vulnerable, truly open, Truly honest and truly mentally naked in those discussions. And that that's up to us to give people the mission to do that. And that that takes that takes development. That takes



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bravery. That takes, openness, honesty, what whatever you call it, and that That's an area where a lot of people need help.

Susan Heaton-Wright [00:07:58]:

So how would you help people on that side?

Mike Pagan [00:08:03]:

Well, start starting, Marca, is always knowing who you've got in your support network already and and understanding Have I got people who've truly got my back, or are they just friendships? Because I I I know, I've I've got some great friends, That I've I mean, eve even one of my best mates, but I would never talk about financial vulnerability with them. I would never talk about certain topics with them, because that that's not where that friendship is. It's it's a different environment. Whereas I I know some other people that I've, recruited over the years, are are evil. Well, they're not evil. They're because they do it all with love, but they just they don't let me off the hook, which which is kind of okay. That's where it works. So first thing to do is understand who is in our support network, and that that varies from people finance work, other environments outside of sport and so on.

Mike Pagan [00:09:00]:

But it's it's knowing those individuals and how committed to you are they because that that's the key part. If if you don't turn up for 2 months because you broke your leg and you so you can't play the sport and they don't pick up the phone, Well, that they're not part of your support network. You go to re you go to children's, christenings, a a a wedding, a a whatever party is, but, yeah, I'm still not quite comfortable to be that open with them. Okay. They're great. They're good friends. They're there for a long time, but They're not the ones who in your inner sanctum. And a lot of the time, people spend so much time giving that they neglect themselves and realize, actually, Who's really got my back.

Nick Simon [00:09:48]:

Great. And, what is mental wealth?

Mike Pagan [00:09:52]:

Oh, mental wealth that is it's a it's it's an education piece because people automatically think I've just spelled mental health wrong. But now mental wealth is the investment side to mental health. So mental health is where we are be on the spectrum, positive, negative, everything in between. But mental wealth is when we proactively invest in the people, that support us, where we look after ourselves proactively. And and it's it's something, self care is is a phrase that's used so much around the words of well-being and everything. But,



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generally, we're not very good at it, because being being a male, I've a a father of 3, Wife and a dog. I was always number 6 in my household in my head. I was I was never number 1.

Mike Pagan [00:10:41]:

I was always number 6. And and that's the reality because I've gotta be there for everybody. Well, yeah, but if I'm not fit for purpose, I can't help support or fix, if I needed to, Other people's challenges in that family network, let alone the work environment. And and so when we proactively invest in ourselves, you can you can see behind me Strange random photography of me swimming. That's part of my self care team. That's part of my well-being. I can't do meditation and mindfulness. I just don't sit still for long enough.

Mike Pagan [00:11:14]:

Can't do and I can't do it cross legged either. Or kumbaya is never a good song. But it's it The the the flip side is I've always done active mindfulness, active meditation, be that through sort of playing rugby to a serious level for many years to Or now when I'm I'm in a lake or a river or a sea, and it's just stroke after stroke after stroke. I've done I've done it for over 10 years now, and I know you it's part of your world. Yes. I've I've never gotten out of the water feeling worse than I did when I got in. And I've all it might be colder, Might be sometimes a little bit icky because the water was dirty or something like that, but I always get out feeling better than I did before I got in. And on top of that, you've then because you because your brain then just, gets into a flow and relaxation, that's where there's a An old speaker friend of mine who would refer to them as cosmic faxes.

Mike Pagan [00:12:05]:

I know it dates him a little bit more than me, but you just get these pearls just popping into your head whilst you're swimming along. Unfortunately, when you're swimming, you can't write them down, so you just have to sort of replay them in your head to to remember. But that's part of the self care, and that is Investing in your mental health which gives you mental wealth. So it's the ying to the yang.

Susan Heaton-Wright [00:12:27]:

I just wanted to pick up one thing about your support network. You have a this is completely respectful. You have a father-in-law who was from a different era and my late father again was from a different era. And there were a couple of situations earlier on in my career When my father basically said just get a proper job or just grin and bear it when it yeah. Yeah, ring there are bells that are on. And because he was my dad and I loved him, I believed him. Whereas Looking back, that really was not the best advice.

Mike Pagan [00:13:11]:



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I'll I'll give you a classic example of this, Which relates to fathers and father in laws because it was both. So one of the bits to advise by by the Strong alpha males in my life have always said never do never work with family and friends. It's a well known statement. It's what everybody's always said Because when it goes wrong, it's ugly. Alright. So that that's the precursor for not doing it. Whereas, my father-in-law, All of his finances, all of his legal has been run by his Best Mates organization. So his Best Mates company has done that for him For 50 years.

Mike Pagan [00:13:49]:

My father, all of his finances and all of his legal and everything else was, run by my grandfather's legal practice, which was then run by my uncle when he took over the family firm many, many years ago. So the suit alpha males in my life telling you, Don't do business with friends and family. Both did business with friends and family and got on with it. So just because they they have an opinion that Says, oh, well, you shouldn't do it like that. You shouldn't do it like this. Doesn't mean to say, actually, they're taking any of their own advice because unless somebody truly understands where you're trying to get to, Be that legal financial wealth or whatever it is. Then how can anybody ever actually call you out and say, my excuse me being blunt, but that's a bit of a dick move. Don't think you should do it.

Mike Pagan [00:14:35]:

And I how do I have that proactive team in the in the mid noughties? Some of my property investing errors that I made would never have happened because somebody would have been there calling me out saying that's not the right move, and I'd have taken independent legal advice, and there's a whole plethora of stories around both positive and negative. But that that's what we need. We We need good people around us. So, the the generation above us, yeah, the world of speaking, coaching, communication support. Yeah. They they it's but you're selling hot air, and we we sold bricks and mortar. We we banged metal. We did whatever it was.

Mike Pagan [00:15:15]:

Don't get that. That's fine. But if it makes a living and it keeps your grandchildren, enjoying what's going on, well, then don't don't give me a hard time for it.

Susan Heaton-Wright [00:15:25]:

What's your opinion on that, Nick? Oh, you've got some questions?

Nick Simon [00:15:28]:



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I think, that that's an interesting one. I think also that in the modern age, there's the kind of affects social media, Hassan. How how do you think social media and the Internet affects those, mental health and Those social, networks.

Mike Pagan [00:15:47]:

Oh, I'm I I don't want to sound like a grumpy, old gray haired man here.

Susan Heaton-Wright [00:15:51]:

Oh, go on.

Mike Pagan [00:15:52]:

I've I've gotta be careful. But but there there is a real reality point in here. And the the classic example I give you is when one of my when my Middle daughter was around about 14, 15 years old, and she, was having all those challenges that, young teenagers do at school of friends doing this and friends not doing that, whatever else. And then, her best mate, she introduced, them to, to some of her other friends because she changed schools. And within about 2 months, suddenly, she's seeing through Snap Maps and all the other equivalents That her best mate was out with all of her other friends at a party, and she wasn't invited. And suddenly you've got that massive thing of FOMO, which is that good old fear of missing out for those of us above the age of whatever that don't understand it. It it that has just put so much pressure on. And and it's this whole thing about excessive vacuous noise that just gets in the way versus sharing quality content and having conversations.

Mike Pagan [00:16:59]:

We we need to talk more. We need to have open, honest conversation, But we need to do it in a safe environment. And, there there are people who write their whole life story in diaries on social media that others Follow and get excited by. It's not my world, but that's that's how it works there. And the other environment, which is using it for the good. And there's a lot of good that can be done with it. There's a lot of protests. There's a lot of challenge against political that can be done on there.

Mike Pagan [00:17:27]:

But it's it's one of those areas if, we're again, it's it's gonna sound like grumpy old man syndrome, but it's that it's that it's that echo chamber of the algorithms, where okay. Because you clicked on x, that means you're gonna get fed lots of information that reinforces it. And it's It's everything from the unconscious bias, and all the other challenges that go around that. Oh, well, it must be true because I've seen it 47 times. But if you only mix with that 1 segment of the population in that one environment, you're never gonna hear the rest of it. And so social media, there's too much out there, which causes the pressure, which





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then causes the, the FOMO and all the equivalents around that, which then pushes people into situations where they don't need I'm I'm a firm believer of my phone is charged by the front door, and not every night, but that's where it gets left. It never goes upstairs in the house. I never have it in the bedroom.

Mike Pagan [00:18:24]:

I've got a watch that's clever enough to wake me up in the morning. I'd just just you need to create environments where we have space. And and pressing that pause button, pressing the digital detox button, go go and go and climb a mountain. You cannot take messages when you're swimming in a lake. In our favor,

Nick Simon [00:18:45]:

really. Farthering on from that, how do you think, going into the kind of A conversation about isolation. How do you think that, social media and the new technology can cause isolation, with that, as you said.

Mike Pagan [00:19:03]:

The the the isolation piece, I I believe, is is actually getting worse. So eve even though we we now know, having had several years of COVID lockdowns and everything else, what true isolation is when you're cut off and you can't go anywhere. The the flip side of it is we've now got hybrid working in the working space, which in the main, I think is very good. However, it's got to be balanced. And the the classic example, one of my okay. I'm glad. You I quite often use my children as analogy here, but that's only because they're young adults going into the working world. And I I I am worried for Gen zed and millennials because hybrid working, when you are working in an organization 3 and 2, 2 and 3.

Mike Pagan [00:19:47]:

You're working from a student house. My daughter was on placement year. She had, if she Didn't move her mouse for 16 minutes, then it automatically logged her off on the system, which triggered to a boss that she wasn't at work. Yeah. She's doing mechanical engineering and robotics as a degree, so she built a robot that moved her mouse every 14 minutes

Nick Simon [00:20:12]:

as if

Mike Pagan [00:20:12]:

I never logged off. And and and you just okay. Whilst whilst it's a humorous story, it's incredibly sad. And how are you meant to learn? Because if you're sitting in your parents'





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spare room, fluffy slippers on, cat on the bed next to you, Laptop open, Netflix on in the background, mom popping in every 20 minutes saying she wants another cup of tea, love. Yeah. That is not a professional mindset. You're not gonna learn viral osmosis from somebody else. So the this whole balance has to be there because that's unintentional isolation, And that is growing.

Mike Pagan [00:20:49]:

Team building events have to come back in more effectively in companies. Gone are the sort of the nineties Stigma of let's go paintballing, and that's the only thing that chain team building is, but it's that equivalent. We have to learn how to communicate. We have to learn how What pushes somebody's buttons and what motivates somebody else? Well, if you're not seeing each other day in, day out, which you don't anymore, Then we have to manifest environments where that can happen.

Susan Heaton-Wright [00:21:16]:

But there are many organizations that are struggling to get their employees back in the office or there are employees, you you know, that when there are, vacancies they don't want to take the roles if they are full time back in the office.

Mike Pagan [00:21:33]:

What Which is why I think hybrid will be the way it will go forward and will stay. There are certain organizations where clearly it can't be. It has to be in situ, and there's others where, you you you're, a a a gaming, Codewriter and to be you you prefer to be sat in your dungeon programming away. So the the This will vary by industries, but the the going forward, I think hybrid will stay. We just have to have Better managers. So we need to invest in the management so the leadership has greater empowerment and trust of the people they're working with. If if it's all done through a negative fine negative lens Yes. Just saying, I don't trust any of you.

Mike Pagan [00:22:16]:

You're all taking the, well, Nobody's gonna enjoy that. Nobody's gonna stick around. And that and that that's one of the big pictures. You you get the whole discussions around corporate social responsibility And what that means, a lot of my focus is on human social responsibility, so HSR. So if if we have a responsibility as leaders, employees, owners, to look after our staff and find out what motivates them, and help them be motivated, help them have fun, help them outside of the work have fun, etcetera, because that way, we'll get more out of them, and they're gonna stick around, Which is kind of important because then it's it's hard to find good stuff.

Susan Heaton-Wright [00:22:57]:



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So if I was if I approached you as a leader of an organization that worked hybridly. Which 3 tips would you give me or Would you suggest to me that you would come in and help the managers with?

Mike Pagan [00:23:14]:

Okay. Initially, we have to sort of create The safe spaces. So I I'm I'm big firm believer in peer support groups. So if you've got multiple silos, then you get different people from different Silos, but then, it it's it's like the special projects environment, but special projects historically was out with that because they're going to make you redundant soon. That's not I'm not referring to that sort of special project. This is where you've got people. They're working together. They're going through training programs.

Mike Pagan [00:23:44]:

They exist Supporting each other, but they've also got the confidentiality code between them where they can be open, honest, and vulnerable and ask those real questions. I will always advocate coaching because I know full well coaches will, unlock and see self sabotage patterns and tendencies that individuals And they won't confess that to a a line manager. No. Because it as soon it's because that's then gonna be used against them at a future point in time for salary reviews, promotions and whatever else. So there has to be independent coaching. That makes such a difference. And the final other area there is is on self care. What are what are we gonna do in those organizations to actually promote people looking after themselves better and more effectively? Is it is there more things that can be done within the community to help the community? Would be that the employee community or the community geographically around around the corner? Because that gets people more invested.

Mike Pagan [00:24:44]:

They get and the the comp there are many companies that do this brilliantly, and there's others that Haven't got a clue about it because they're too focused on just trying to get enough cash flow into pay the staff next month and everything in between. And we're in a challenging marketplace at the moment, which does actually put a a a serious reality around the fact that cost of living, cost of parts, cost of everything has gone up. So that means margins have changed. In in many cases, they've shrunk.

Nick Simon [00:25:14]:

And, what what's your opinion on self Help books.

Mike Pagan [00:25:19]:



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Self help books. I'm on on my desk, I've got an original jotter pad of The Secret from about 15 years ago. And it's it's never been jotted on. It's still sitting there gathering dust. And it's I don't tell you that from a sense of pride. It's Self help books are brilliant if you take action as a result of them. A coach of mine many years ago, when are you gonna stop learning and start acting on the stuff you've learned? So the it this is where self help books are great because I'm I've written several books myself. So is it they're they're good, for getting people stimulated, but to to stick at it, to take action, and to carry on forward, either we need to be, as individuals, hugely self disciplined and motivated to do it, or we need to give permission to somebody else to call us out.

Mike Pagan [00:26:10]:

And that goes back to the peer support and the coaching because those elements keep you on track for the longer period. Because there's there's no there's no one book that will make you \$1,000,000 tomorrow. There's no one online course that will change that whole. It's it's this is blue pills don't exist. Yeah. It it's it's it's that whole process We need to be focused on the long term support. The long term engagement changes the way we work.

Susan Heaton-Wright [00:26:43]:

So what are your 3 top tips to share with the audience given that this is about International Men's Day?

Mike Pagan [00:26:50]:

Okay. Men are brilliant at hiding their feelings in many cases and not asking for help and support. So the the question there is, Who, as as a male so directed to the males, watching this, listening to this, who are the people that you can actually be vulnerable with? Have you asked them to, be truly open and honest with you? Have you given them permission to say things that Maybe you you don't really want to be said by a boss, by a partner, by a a wife or girlfriend, whatever it is. Have you got those people? If not, where are you gonna find them from? And so this is about proactively intentionally recruiting those. In the in the world of self care, we have to be number 1. None of this macho nonsense of everybody else comes first, I'm gonna put on we've we've got to be looking after number 1 so that when And if the wheels come off, we are fit for purpose to help other people going forward. And so that's not number 6 in the household. It's number 1 For you, and that means we are being selfish.

Mike Pagan [00:27:57]:

And selfish is a word that people, ever since we were little. Don't be selfish, Mike. It's well, sorry. Michael in those days. Share your toys. Well, no. It's it this is this is about being selfish. If you need to go and do x or y that's Gonna reboot you, rebalance you, refocus you, then do it.



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Mike Pagan [00:28:16]:

Yeah. As long as it's legal and it's not gonna have any negative impact on other people, yeah, follow the Follow those government health lines, but do the stuff that gets you. If that happens to be gardening for 15 hours over a weekend, That happens to be playing a sport if that whatever it is, the weirder it is, if it works for you, do it. Yeah. That and the and the final top tip, or final challenge is, and this this is for everybody listening, male, female, alike, whichever whatever the format. If there is somebody that you haven't spoken to, that in your gut feel, you just need to reach out to and have a conversation. 2 years ago, when my son was in his final year at school, the the one of his great friends, fortunately, was unsuccessful in a suicide attempt. The morning afterwards, I got a phone call from my friend, one of my best mates who lives in, New Jersey in the states.

Mike Pagan [00:29:15]:

And I said, be before we chat, Bob, just tell me why have you rung me now? Why why have you picked up the phone at this point today? And he's he's just that's a kind of a weird way to answer the phone. So now there's reasons behind it. I need to know why. And we chatted for about 5 minutes and found no other reason apart from his gut feel said it was time to ring. The reason why I tell you that story is because Bach is the head of A and E at a hospital in Bethlehem, Pennsylvania. And I was able to tell him everything this young man had done the night before, and he was able to give me honest and real, insights as to what was going to be happening for the next 72 hours that I then gave to my son who then gave to my His friend's twin sister, who also in turn gave it to their parents. Bach rang me at 4 AM in the morning US time. He was driving home from, being at work doing a night shift, and he just thought, I haven't spoken to Mike.

Mike Pagan [00:30:11]:

I'm gonna ring. So my challenge to people watching this and listening to this is if your gut feel is saying I haven't spoken to Bob, Claire, whatever, pick up the phone. Don't tweet them. Don't text them. Don't high five them. Don't do something on social media. Pick up the phone. Better still, if you can if they geographically will allow you, go and see them because you do not know what is going on in somebody else's world.

Mike Pagan [00:30:36]:

You do not know what the situation is. And for for those, males Who are very, very good at hiding it. People can't see the pain and hurt and everything else that's going on with you. So we need to just step up, call up and take action because that will, potentially change a life or even save a life, which is what we need to be doing more of.

Susan Heaton-Wright [00:31:00]:



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Brilliant. Do you have any other thoughts about that, Nick?

Nick Simon [00:31:03]:

That makes

Susan Heaton-Wright [00:31:03]:

sense. So before we finish, How can people get in touch with you? And I know that you've got a couple of books that you've written as well.

Mike Pagan [00:31:13]:

Oh, yep. Yes. Simplest one is [mikepagan.com](http://mikepagan.com). If you look up [michaelpagan.com](http://michaelpagan.com), he's a surfer in Hawaii. Haye. Quite occasionally, I get all sorts of other stuff through for him, so it's a different one. So [www.mikepagan.com](http://www.mikepagan.com).

Mike Pagan [00:31:28]:

There's several books up there, but my original book was, all about about. It's called FAF, the false start of feeling fulfilled, which is just it's it's a productivity performance setup. And and the recent book that, is out there is mental wealth, and that is about building that support network around you that's fit for purpose for the way forward. How to proactively invest in your well-being and support. My [pagan.com](http://pagan.com) or through LinkedIn is the other one. But if you do reach out on LinkedIn, please send me a little message saying how you heard about us because that way I can re recall and relate to, oh, it's Susan and Nick who were giving me a hard time. That's why I remember now.

Susan Heaton-Wright [00:32:07]:

Oh, thank you so much. This has been an incredible, interview. Thank you because I know how busy you are and you're just about to go to Australia and recharge your batteries thinking about yourself as well. We will make sure that this is widely available in the International Men's Day, which is an important day for men and for those surrounding them to make sure that men are safe and well. So thank you very much. This is the Superstar Kate, podcast and live stream. Until next time. Thank you from Mike, from Nick and myself.

Susan Heaton-Wright [00:32:50]:

Bye bye.



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