

BACK BY POPULAR DEMAND!



Unlocking Potential: Neurodivergence in the Workplace

TRAINING



Facilitated by
**MEREDITH WARD
& JANE HANCOCK**
Lead Neuro-Inclusion Specialists
Auticon

Online → 10 & 11 August 2023



Event Overview

As a team leader in Australia, it is estimated that 1 in 8 people are neurodivergent (this includes people who are autistic, dyslexic and on the spectrum) with about 34 percent of the community unemployed, according to the Australian Bureau of Statistics.

However this is set to change as a growing number of organisations recognize that neurodiversity strengthens their workforce. The public sector is also turning to neurodivergent staff to boost the ranks and solve problems (including but not limited to Services Australia and the ADF).

Neurodiversity in the workplace

Having a diverse workforce can help organisations thrive and grow in our modern world. According to a 2018 Deloitte report, companies with inclusive and diverse cultures are twice as likely to meet or exceed financial targets, three times as likely to be high performing and six times as likely to be innovative and agile.

Other research suggests neurodivergent employees can improve team morale, offer higher than average attention to detail, can apply a more creative approach to problem solving, and an increased rate of productivity compared to neurotypical employees.

What role do you play?

The public service and workplaces are used to operating in a certain way and sometimes ill-equipped to manage neurodiversity. This course is for people who work with, manage and collaborate with people who are neurodivergent.

This event will provide and understanding into neurodivergence and how managers can uplift neurodivergent staff by adapting and tailoring the processes, systems and communications. And most importantly create a safe workplace where your neurodivergent colleagues can thrive.

Learning Outcomes

- Debunking myths: Understanding Neurodivergence
- Creating a safe and inclusive workplace for neurodivergent team members
- Learn the different types of neurodivergence
- Managing disclosure and understanding accommodations
- Leading and managing mixed neurotype teams
- Improving communication strategies and using strengths-based language

Why Attend

- Learn how you can create a workplace in which neurodivergent staff can thrive
- Understand how you can change your management processes and systems to promote greater productivity
- Improve your communication to drive greater well-being of your neuro-divergent staff
- Begin the journey of creating greater accessibility for neurodivergent staff

Who should Attend

Directors, Managers, Leads, Officers:

- **Organisational Development, Recruitment**
- **Inclusion and Diversity, Employee Experience**
- **Capability Development, HR Business Partners**

Meet Your Facilitators



MEREDITH WARD

Lead Neuro-Inclusion Specialist
Auticon Australia & Aotearoa

In addition to being a mother of an autistic child, Meredith has 20 years' experience working for several well known NGOs that have a focus on providing better outcomes for autistic people. Meredith is truly passionate about providing a better future for those on the spectrum and communicating the valuable contribution they can make to businesses.



JANE HANCOCK

Lead Neuro-Inclusion Specialist
Auticon Australia & Aotearoa

Jane has a background in Secondary Mathematics/Science teaching and a Master in Inclusive Education specializing in supporting individuals on the Autism Spectrum. She has a 22-year-old child, who was diagnosed Autistic at age 3, and in 2020 also received an Autism diagnosis. Jane loves sharing her professional and personal understanding of Autism to promote inclusive workplace and education practices that can help to set Autistic individuals up for success.

Preparation

This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you are facing in your organisation.

To participate you'll need:

- A computer with camera and microphone
- Strong internet connection
- Quiet, well-lit space

Register Early & Save

Extra Early Bird	Early Bird	Standard Price
Register by 2 nd Jun	Register by 30 th Jun	Register by 9 th Aug
\$795 + GST	\$995 + GST	\$1,195 + GST
Save \$400	Save \$200	-

CLICK HERE TO REGISTER



*Group Discounts Available - Contact Registration at
registrations@publicsectornetwork.co or Call on **(02) 9057 9070**

Module 1 – Understanding Neurodivergence

- 9:00am PSN Welcome & Introductions**
- Training Overview, Objectives and Outcomes
 - Ice-breaker and Meet and Greet
-
- 9:15am What is Neurodiversity and Neurodivergence**
- Understanding Terminology
 - Using Inclusive language
 - The benefits of Neurodiversity in the workplace
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- 10:30am Break**
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- 10:40am Understanding Neurodivergent Conditions**
- Exploring Neurodivergent Conditions
 - Understanding Autism
 - Understanding other neurodivergent conditions i.e. ADHD/VAST
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Module 2 – Neurodiversity and Autism in the Workplace

- 10:50am Communication and Inclusive Language**
- Enabling inclusion
 - The role of leadership and management
 - Engagement and Communication
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- 11:30am Break**
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- 11:40am Disclosure and Knowing the Individual**
- Masking
 - Trust
 - Productivity
-
- 12:15pm Reflections and Next Steps**
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- 12:30pm End of Day 1**
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Module 3 – Modifications and Adjustments

9:00am Welcome and Recap

9:15am Modifications and adjustments

- Recognise and discuss the individuality of neurodivergence employees needs and success factors across the employee life cycle

10:00am Break

10:10am Modifications and adjustments

- Recognise and discuss the individuality of neurodivergence employees needs and success factors across the employee life cycle
- Case studies exploring different stages and scenarios

11:00am Break

Module 4 – Workshop: Developing and Action Plane

11:10am Workshop: Create and Action Plan to Enable Greater Neuro-Incluision at Work

- Developing a neuroinclusive and safe workplace
- Setting up an action plan and milestones
- Commitments and next steps

12:15pm Reflections, Feedback and Next Steps

12:30pm Closing Remarks from Trainer and End of Training

CONNECTING GOVERNMENT
WWW.PUBLICSECTORNETWORK.COM

AUSTRALIA / NEW ZEALAND

P +61 2 9057 9070

E info@publicsectornetwork.com

USA / CANADA

P +1 (647) 969 4509

E contact@publicsectornetwork.com

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