



HR & Future of Work

Unlocking Potential: Neurodivergence in the Workplace

TRAINING



Facilitated by
DR MARY DOHERTY

Online
Thursday, July 18 & 25, 2024



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SECTOR
NETWORK



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Event Overview

In today's evolving work landscape, organizations face challenges related to workforce diversity, talent shortage, and the need for innovative thinking. Embracing neurodivergent professionals could offer a solution to these issues. By integrating neurodivergent workers, companies can tap into unique perspectives and problem-solving approaches, providing a competitive advantage.

Despite growing emphasis on diversity, equity, and inclusion (DE&I) initiatives, the neurodivergent group remains overlooked in hiring practices. Consequently, these individuals experience higher rates of unemployment and underemployment. In the US, approximately 85% of people on the autism spectrum are unemployed, compared to only 4.2% of the general population.

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:

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

Meet Your Facilitators



DR MARY DOHERTY

Dr Mary Doherty is an autistic consultant anesthesiologist with over 25 years' experience in the Irish Public Health Service. She is founder of "Autistic Doctors International" and "Autistic Med Students" which are dedicated to peer support, advocacy, research, and education. She delivers evidence-based autism and neurodiversity training for medical and professional sectors, and offers a consultancy service in the area of autism research.

Alongside clinical and training roles, she is active in research and widely published on autism and neurodiversity. Her research interests include the healthcare experiences of autistic adults, interventions to improve health outcomes for autistic people and the issues faced by autistic doctors and medical students. She is Honorary Clinical Research Fellow at Brighton & Sussex Medical School, and a PhD candidate at London South Bank University where her work explores the experiences and perspectives of autistic psychiatrists. She is also the mother of two neurodivergent young people.

Preparation

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

To participate you'll need:

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



Module 1 – Understanding Neurodivergence

9:00am PSN Welcome & Introductions

- Training Overview, Objectives and Outcomes
 - Ice-breaker and Meet and Greet
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9:15am What is Neurodiversity and Neurodivergence

- Understanding Terminology
 - Using Inclusive language
 - The benefits of Neurodiversity in the workplace
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10:15am Break

10:30am Understanding Neurodivergent Conditions

- Exploring Neurodivergent Differences
 - Understanding Autism
 - Understanding other neurodivergent conditions i.e. ADHD / Dyslexia / Dyspraxia
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Module 2 – Neurodiversity and Autism in the Workplace

11:15am Communication and Inclusive Language

- Enabling inclusion
 - The role of leadership and management
 - Engagement and Communication
 - Introducing Autistic SPACE: a framework for supporting autistic employees
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12:00am Break

12:10am Disclosure and Knowing the Individual

- Stigma & Stereotypes
 - Trust
 - Productivity
-

12:45pm Reflections and Next Steps

1:00pm End of Day 1

Module 3 – Modifications and Adjustments

9:00am Welcome and Recap

9:15am **Autistic SPACE: a framework for supporting neurodivergent employees**

- Exploring **Sensory needs**
 - Exploring **Predictability**
 - Exploring **Acceptance**
 - Exploring **Communication**
 - Exploring **Empathy**
-

10:15am Break

10:30am **Maximising cohesion in mixed neurotype teams**

- Understanding team dynamics in mixed neurotype workplaces
 - Equality, equity and individualised support for neurodivergent employees
 - Success factors across the employee life cycle
 - Case studies exploring different stages and scenarios
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Module 4 – Workshop: Developing and Action Plan

11:15am **Workshop: Create and Action Plan to Enable Greater Neuro-Inclusion at Work**

- Developing a neuroinclusive and safe workplace
 - Setting up an action plan and milestones
 - Commitments and next steps
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12:15pm **Reflections, Feedback and Next Steps**

12:45pm **Summary and Closing Remarks from Trainer**

1:00pm **End of Day 2**
