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Unlocking Potential: Neurodivergence in the Workplace

Understanding Neuroinclusion and
Diversity



Facilitated by
KATIE ALEXANDER
PRINCIPAL PSYCHOLOGIST
Australian Psychological Services

Online → 19 & 26 September 2024



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Event Overview

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.

This is set to change as a growing number of organisations recognise that neurodiversity strengthens their workforce. The public sector is paving the way, focusing on becoming model employer and harnessing untapped neurodivergent talent.

Neurodiversity in the workplace

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 program 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

- 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
- Inclusive language for Neurodivergence

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 **Facilitator**



KATIE ALEXANDER
PRINCIPAL PSYCHOLOGIST
Australian Psychological Services

Katie is a registered psychologist (organisational registrar) and principal consultant at Australian Psychological Services. Katie has over 8 years of experience in consulting and internal roles providing psychological services across government, private and non-for-profit organisations. Katie brings with her a strong background in supporting companies to create mentally healthy workplaces, which includes the development of mental health strategies, conducting psychosocial risk reviews and delivering workplace mental health capability uplift initiatives. Prior to her time at Australian Psychological Services, Katie spent the early part of her career managing large-scale organisational change and HR-transformation programs.

During her career, Katie has worked across a variety of industries including banking and financial services, the legal sector, professional services, healthcare, emergency services and law enforcement, and state and federal government. Katie also has deep industry experience in the resources sector, having spent the first five years of her career working with both national and global mining and utilities companies. Katie has a particular interest and substantial experience in vicarious and cumulative trauma, supporting 'high-risk' clients to embed more proactive, preventative approaches to managing exposure to potentially traumatic events and/or materials in the workplace.

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 5 th Jul	Register by 2 nd Aug	Register by 18 th Sept
\$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**

Explore the Agenda

Day 1 | Thursday, 19 September 2024, 10:00am - 2:30pm AEST

10:00am Opening Remarks

- Welcome
- Introductions
- Overview and Setting Expectations

MODULE 1- Business Case for Inclusion and Performance

10:30am Understanding neurodiversity

- What neurodiversity is and what it is not
- Exploring the different types of neurodiversity
- Neurodiversity in the workplace

11:45am The business case for having a neurodiverse workplace

- Good work is good for mental health
- Performance, productivity and wellbeing outcomes
- Building your business case

12:30pm Break

MODULE 2 - Supporting Neurodiversity

1:00pm Key considerations for supporting neurodiversity in the workplace

- Shared roles and responsibilities
- Neurodiversity across the employee lifecycle

1:45pm Case study

- Creating a leading practice neurodiversity program

2:30pm End of Day 1

Day 2 | Thursday, 26 September 2024, 10:00am - 2:30pm AEST

10:00am Welcome and Recap

MODULE 3- Leadership and Intervention

10:15am The important role of leadership

- Leaders roles and responsibilities for supporting neurodiversity
- Leading and managing neurodiverse teams
- Coaching leaders to support neurodiversity

11:00am Early intervention conversations

- A care conversation framework for supporting vulnerability
- Managing disclosures

11:45am Break

MODULE 4 - Adjustments and Escalations

12:15pm Understanding reasonable accommodations and adjustments

- Reasonable adjustments in the context of neurodiversity
- Unpacking local and enterprise level accommodations

1:00pm Support and escalation pathways

- Supporting individuals
- Supporting others
- Supporting self
- Best-practice resources and frameworks

2:15pm Closing Remarks

2:30pm End of Training



Get In Contact

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