

A Guide to Our Neurodiversity Ambassador Programme

Who we are.

My name is Oliver Fenghour, and I am the Director and Founder of Advance: The Disability Consultants. I have a form of Autism known as Asperger's Syndrome. I was diagnosed by a Professor of Neurology at Great Ormond Street at the age of 10. I was diagnosed with Dyspraxia at the age of 4 and I identify as Neurodivergent. Upon leaving school at 16 I struggled for many years to find employment and found there was often a distinct lack of awareness and understanding of Neurodiversity.

Eventually I was helped by the disability charity Mencap into employment with J Sainsburys PLC. Mencap supported me successfully in the workplace for about three years, yet with the financial crash in 2008 and the consequent austerity that followed, meant that the support I had received in the workplace was subsequently removed. I was fortunate that by the time my support in the workplace was removed I was functioning well in the workplace due to the excellent awareness and understanding that my employers and colleagues had of my needs and requirements as a Neurodivergent Adult.

Although, my employment experience post-Sainsburys has been markedly different and too often I have been seen as Oliver the disability and by definition a workplace problem which needed fixing and not Oliver an individual who was capable of adding value to an organisation.

It is estimated that globally according to the CIPD that only 24% of HR professionals have a good working knowledge of Neurodiversity in their workplaces. Yet 76% of HR professionals surveyed have stated that they are keen to further their knowledge of Neurodiversity to ensure that Neurodivergent employees can have access to meaningful opportunities in the modern workplace.

My primary objective of founding Advance: The Disability Consultants is to help give organisations the confidence, knowledge and skills required to successfully recruit, retain, support, and develop Neurodivergent talent in the workplace. As a specialist Neurodiversity consultancy business, we offer Neurodiversity Lunch and learn training for all employees, HR & Recruitment training sessions and workshops, Leadership and Management training sessions, Neurodiversity Cultural Awareness Workshops and a Neurodiversity Ambassador training programme all designed to ensure that your organisation has the right tools required to become a Neurodiversity Confident Employer.

Since founding Advance: The Disability Consultants in 2019 we have worked with organisations in the UK, USA, Australia, Argentina, Central America, Germany, Sweden, and Singapore to understand and learn more about Neurodiversity and Neurodivergent people and we have helped support organisations as diverse as The Rainforest Alliance and eBay to become Neurodiversity Confident Employers.

At Advance: The Disability Consultants we work with organisations ranging from FTSE 100 and NASDAQ 500 companies to SMEs and public sector organisations. To help make them Neurodiversity Confident employers. It doesn't matter where you are in the world, we work with you to help give you the skills, confidence, and knowledge to become a world-leading Neurodiversity Confident Employer in your industry. Can you really afford to miss out on the next Steve Jobs or Bill Gates in your industry?

Our Neurodiversity Ambassador Programme

At Advance: The Disability Consultants are Neurodiversity Ambassador Programme is designed to help organisations identify employees, affiliates, and organisational allies to become Ambassadors for Neurodiversity in their workplaces. Each business function will be represented by at least one ambassador who will help support, educate, and raise awareness of Neurodiversity within their teams. The Neurodiversity Ambassador programme will ensure that all employees in the workplace are included on this journey. All training is delivered by an expert by experience. The Neurodiversity Ambassador Programme is open to all employees regardless of whether they are Neurodivergent or not and we actively encourage organisations to consider and select employees from across the organisation to become Neurodiversity Ambassadors. As an organisation we can support your workplace on your journey to becoming Neurodiversity Confident by delivering the following:

- Free access to all online resources for Neurodiversity Ambassadors and their employers and creation of an organisational workbook for learners to complete between each training session.
- Group and individual support for Neurodiversity Ambassadors.
- Creation of organisational Neurodiversity Listening and Learning Forums to convey the views of your organisational Neurodiversity population to drive impactful changes in your organisation.
- Working with the Neurodiversity Ambassadors to deliver Neurodiversity workshops to all business functions across your organisation. Ensuring that all business functions and employees are included on your organisation's journey to becoming Neuroinclusive.
- Working with your senior leadership teams and Neurodiversity Ambassadors to identify policies and processes that need to be Neuroinclusive.
- Support with the delivery of a Neurodiversity Code of Conduct in your organisation.

- Support with regular culture check ins in the form of surveys and feedback forms and self-assessment checklists to identify barriers that exist towards furthering Neuroinclusion in your organisation.

How it benefits your organisation

- understand better the needs of employees who are Neurodivergent.
- support employees who are Neurodivergent to achieve their potential.
- makes a difference to your organisation through a comprehensive training and development plan.
- Creates psychologically safe working environments and helps foster a culture of allyship in your organisation.
- Creates a culture of belonging in your organisation which includes all employees in the conversation around Neurodiversity in the workplace.
- Enhanced organisational reputation and access to a wider consumer base.

General Information

Our Neurodiversity Ambassador Programme Workshops are uniquely tailored to your organisational requirements, and your organisation can choose any of our off the shelf workshops from our other programmes to form the training sessions for the ambassador programme. Alternatively, we can deliver workshop content based on what your organisation wants to learn about Neurodiversity which might exist outside of our current programme offerings.

Please ensure that for all the workshops on the Neurodiversity Ambassador Programme that you have the appropriate tech in place in order for the training sessions to happen. This will usually be on Microsoft Team, Zoom, Cisco Webex or Google meet. Additionally, as part of our workshops we can offer signers and translators particularly if English is not the traditionally spoken language in your organisation.

* Please note that our consultancy day rate prices are subject to currency fluctuation so these prices may vary depending on when the Neurodiversity Ambassador Programme commences in your organisation.

* Please note that the delivery of our Neurodiversity Ambassador Programme is set at a fixed rate cost and is not based on cost per head.

* Please note that should any delegates start but not complete the programme the organisation will not be able to recoup any losses made as a consequence of not completing the programme.

* We recommend that a minimum of four delegates and a maximum of 12 delegates should be on any cohort. We can offer more cohorts for the programme should you request these. **Any organisation which requests the gold package for the programme can have an unlimited number of delegates on the programme.**

* Please note that where possible we can work within your organisational budget parameters to deliver this programme for employees in your organisation.

* Please note that the offerings outlined in the programme are subject to which tiered package your organisation has selected. **Organisations which request the bronze or silver package will not be able to access all the offerings outlined in the programme.**

Pricing

We offer our Neurodiversity Ambassador programme on a tiered based system as we recognise that different organisations will have differing requirements for what they want from the programme. Please see the costs below:

Bronze Package Neurodiversity	£2500
Ambassador Programme based on three	€2800
workshops + Workbook	\$3200
Based on a six week programme	

Silver Package Neurodiversity Ambassador Programme Based on five workshops + Workbook, Listening & Learning Forum and Creation of Neurodiversity Code of Conduct Based on a 10 week programme	£3000 €3400 \$3900
Gold Package Neurodiversity Ambassador Programme Based on seven workshops + workbook and all mentioned benefits of the programme Based on a 15 week programme	£3500 €3900 \$4500