

A Guide to our Neurodiversity Projects and Consultancy

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.

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.

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 and a Neurodiversity Ambassador training programme all designed to ensure that your organisation has the right tools required to become a Neurodiversity Confident Employer.

How it works.

At Advance: The Disability Consultants we believe that a Neurodiversity Friendly workplace allows Neurodivergent Employees the opportunity to maximise and fulfil their potential in a supportive and inclusive environment. As a Neurodiversity consultancy firm our Neurodiversity partnership programmes are uniquely tailored to your organisational requirements. This can vary from the creation of a Neurodiversity Employee Resource Group to delivering a successful Neurodiversity at work programme for your organisation. As a Neurodiversity consultancy provider, we offer the following services relating to Neurodiversity in the workplace:

- Help with workplace surveys and audits to identify how to support Neurodivergent talent in your organisation.

- Support with the entire employee lifecycle process from job applications through to successful employment for Neurodivergent individuals.
- Support with the development and implementation of best practices for changing policies and procedures in your organisation so that they are Neuroinclusive.
- Supporting with the creation of Neurodiversity Employee Resource Groups and Networks in your organisation to create psychologically safe working environments for all your Neurodivergent employees.
- 1-1 Coaching, mentoring and support for Neurodivergent employees, line managers and c-suite executives in your organisation to ensure that your organisation achieves its objectives of becoming a Neurodiversity Confident Employer.
- Support with your performance management strategy and training for all line managers and c-suite executives on how to successfully support Neurodivergent employees in your organisation.
- Support with developing playbooks and practical resource guides for Line Managers & Leaders HR & Recruitment teams on how to effectively support Neurodivergent employees in the workplace.
- Creation of an organisational charter on Neurodiversity which we work with you on to embed into your organisational culture and values.
- Support with the creation of a Neurodiversity at work programme to drive Neurodivergent talent into 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.
- make a difference to your organisation through a comprehensive training and development plan.
- Deliver organisational change to existing policies and processes within your organisation.
- Deliver sustainable change to the end-end employee lifecycle process for Neurodivergent job applicants seeking a career within your organisation.

Pricing

Training Sessions 1hr	£400 €472 \$506
Half Day Workshops 3hr Sessions	£450 €531 \$570
Full Day Workshops AM and PM Session 3hr Sessions	£500 €590 \$633
Projects/Consultancy Day Rate	£600 €708 \$760