

A Guide to Autism Lunch & Learn Workshops

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 Autism. 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 Autism.

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 Autism 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 Autism in their workplaces. Yet 76% of HR professionals surveyed have stated that they are keen to further their knowledge of Autism to ensure that Autism 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 Autism talent in the workplace. As a specialist Neurodiversity consultancy business, we offer Autism & Dyspraxia Lunch and learn training for all employees, Neurodiversity HR & Recruitment training sessions and workshops, Neurodiversity Leadership and Management training sessions and workshops and a Neurodiversity Ambassador Programme Ambassador training programme all designed to ensure that your organisation has the right tools required to become a Autism Confident Employer.

Our Training Sessions

At Advance: The Disability Consultants our Autism Lunch and Learn Training sessions are designed to help kickstart the conversation around Autism in your organisation. Additionally, we aim to empower your Line Managers and HR & Recruitment Teams to help lead and drive change in ensuring that your recruitment, retention, and employee development processes allow Autistic employees in your organisation to actively thrive. We realise that for many organisations just starting the conversation around Autism can be daunting. Our Autism Lunch & Learn Sessions are designed to ignite conversation and discussion in your organisation whilst encouraging your organisation to create psychologically safe working environments for all employees participating in the training sessions. The training sessions are designed to be interactive, fun, and engaging and include breakout tasks, debates, quizzes, and mind maps designed to help your organisation become an Autism Confident Employer. As an organisation we offer the following Autism Lunch and Learn Sessions:

- Why Autism?
- Employment from the perspective of a person with Autism
- Autism & The Recruitment Process
- Autism & Reasonable Adjustments
- Autism Culture Change in the Workplace
- Autism & Change Management

How it benefits your organisation

- understand better the needs of employees who are Autism.
- support employees who are Autistic 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 Autistic job applicants seeking a career within your organisation.

General Information

All of our training sessions as much as possible are uniquely tailored to your organisational requirements as much as is feasibly possible. (Please note) that for further information on any of the courses that we offer email oliver@advancethedisabilityconsultants.co.uk and we can send individual course guides to you. We typically recommend that for any of our Autism Lunch & Learn Workshops 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. We advise no more than 30/40 delegates on a training or mentoring session to avoid disappointment and disruption for your employees.

Pricing

Training Sessions – Typically 60 minutes	£375 €430 \$453
Mentoring – based on a 1hr group or individual session	£250 €287 \$302
Consultancy/Workshops based on a 3hr session.	£425 €487 \$514