

A Guide to Neurodiversity 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 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 and 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.

Our Training Sessions

At Advance: The Disability Consultants are Neurodiversity Lunch and Learn Training sessions are designed as general information and awareness training sessions. The purpose is to help start the conversation around Neurodiversity in the workplace. We realise that for many organisations just starting the conversation around Neurodiversity can be daunting. Our Neurodiversity Lunch and Learn Training 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 ensure that all delegates can participate in a psychologically safe

environment free from judgement and criticism. As an organisation we offer the following Neurodiversity Lunch & Learn Training Sessions:

- My Personal Journey with Neurodiversity
- Neurodiversity & The Recruitment Process
- Neurodiversity and Employment
- Neurodiversity and the Recruitment Process
- Neurodiversity Culture Change
- Neurodiversity Talent Management Strategies
- Neurodiversity & Change Management
- Neurodiversity, Reasonable Adjustments & Universal Design Frameworks

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.

General Information

***Please note all of our workshops are based on a fixed price we do not operate a cost per head model for training delivery.**

***Where an organisation requests a programme of workshops we can (where feasible) work within your budget parameters.**

***Please note that for all non UK workshops, some reasonable travel costs will be added to the overall cost when in person training is requested.**

***All of our virtual workshops are delivered on teams and zoom but we can deliver on other platforms should you require us to do so.**

***Please note we can provide workshop materials in different languages if English is not the first language of your workforce and we can work with you to provide translators to help us deliver workshops for your employees.**

***We recommend a minimum of 10 delegates and a maximum of 50 delegates on our Neurodiversity HR & Recruitment and Neurodiversity Leadership & Management Workshops**

Pricing

1 hr Workshops (includes 45 and 90 minute sessions)	£500
	€567
	\$654
2hr Workshops	£525
	€595
	\$687
Half Day (based on a 3hr workshop) and all day workshops (based on two 3hr sessions)	£550
	€624
	\$720
Projects/Consultancy Day Rate	£750
	€850
	\$984