

A Guide to Neurodiversity Speakerships

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.

Neurodiversity Speakerships

Oliver Fenghour is the Founding Director of Advance: The Disability Consultants. Oliver has lived experience of Neurodiversity as he was diagnosed with Dyspraxia at the age of 4 and Asperger's Syndrome a form of Autism at the age of 10. Oliver has worked extensively in the Neurodiversity space for the last six years educating and informing organisations on the importance of Neurodiversity in the workplace and why Neurodiversity must be seen as part of the culturally embedded norms of the modern workplace. Oliver has worked with and advised organisations such as eBay and Schneider Electric and has been a keynote speaker for organisations such as Ally and Globant. Oliver predominantly delivers keynote speeches on Neurodiversity in the following areas:

- How to make organisations recruitment processes and employee lifecycle processes Neuroinclusive.
- The importance of language and terminology within the Neurodiversity movement.
- Best practice guidance and advice for how leaders and managers can be Neurodiversity Confident.
- Disclosure and how to seek a diagnosis and how employers can help with this process.
- His own personal story of being Neurodivergent and what society and the workplace must do differently.
- Why Neurodiversity and why organisations should invest in Neurodiversity long term?
- Understanding different cultural, beliefs, values and attitudes towards Neurodiversity.

How it benefits your organisation

- Boosts morale and motivation and kickstarts the conversation around Neurodiversity in the workplace.
- Relatable as it inspires change in the workplace.
- Improves communication and openness in the workplace.
- Demonstrates the organisational commitment towards Neuroinclusion.
- Promotes greater awareness and engagement around Neurodiversity in the workplace.

General Information

*** Please note that where in person keynote speaking is requested some travel costs may be added to the overall cost of the work carried out.**

*** Please note that our consultancy day rate prices are subject to currency fluctuation so these prices may vary depending on when keynote speakerships are delivered.**

*** Please note that (where feasible to do so) we can deliver keynote speakerships in line with your budget parameters for speakership engagements.**

Pricing

Keynote Speakerships (Based on a 1 hr speaker engagement)	£1500
	€1700
	\$1900