

## A Guide to Neurodiversity HR and Recruitment 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, 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 Training Sessions**

At Advance: The Disability Consultants are Neurodiversity HR & Recruitment Training sessions are designed to help empower your HR employees to help drive and lead change in organisational behaviours, beliefs, attitudes towards Neurodivergent people. Additionally, we aim to empower your HR & Recruitment employees to help lead and drive change in ensuring that your recruitment, retention, and employee development processes allow Neurodivergent employees in your organisation to actively thrive in your organisation. We realise that for many organisations just starting the conversation around Neurodiversity can be daunting. Our Neurodiversity HR and Recruitment 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 HR & Recruitment Training Sessions:

- Neurodiversity & Interview Skills
- Neurodiversity & The Job Application Process
- Neurodiversity & Allyship
- Building Psychologically Safe Working Environments
- What Neurodivergent people want from employment?
- Neurodiversity, stress, burnout, and intersectionality
- Neurodiversity & Unconscious Bias
- Exit Interviews and the Probationary Period

## **Our Workshops**

At Advance: The Disability Consultants are Neurodiversity workshops are hard hitting, radical half day classroom-based sessions designed to change the conversation around Neurodiversity in your organisation. Are workshops are practical sessions, designed to be fundamentally confronting and empowering for your employees are designed to bring about fundamental organisational change towards Neurodiversity in the workplace. All aspects of the sessions require maximum delegate participation as you will all be required to actively participate and nominate employees to lead aspects of the workshops. We offer the following half day Neurodiversity HR & Recruitment Workshops:

- Neurodiversity and the Trauma Circle
- Neurodiversity Real World Interview Training
- Neurodiversity and having difficult conversations
- Creating Neurodiversity Best Practises
- Building Neurodiversity Talent pipelines and Succession Planning

## **How it benefits your organisation**

- Training tailored to your organisational requirements and objectives.
- Support with making your applicant tracker system and job applications Neuroinclusive.
- Support with ensuring that your interview assessments are Neuroinclusive.
- Support and training on how to support Neurodivergent candidates during the pre-interview stage of the employee lifecycle process.
- Support and training with the pre-boarding process and the probationary period in your organisation to ensure that it is Neuroinclusive.
- Support with interview feedback and exit interviews.

- Support with ensuring that your interview process is Neuroinclusive including training for hiring managers on how to support Neurodivergent applicants during the interview process.

### **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**

1hr 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