

A Guide to Neurodiversity Membership

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.

Why Neurodiversity Membership?

At Advance we realise that many organisations have had training and consultancy within the Neurodiversity space. Yet repeatedly the training and consultancy feels unstructured and doesn't give organisations the necessary structures, frameworks, knowledge and understanding of Neurodiversity to implement and embed successful Neuroinclusion in their workplaces. Our membership programme is designed to change all that. Organisations can select and choose a programme that works for them. No cancellation or hidden fees just a structured learning and development experience designed to help organisations embed successful Neuroinclusive practices into their workplaces.

Furthermore, as our global societies and workplaces are changing so are beliefs, values, and attitudes towards cognitive diversity. Research from Forbes has highlighted that 53% of Generation X identify as Neurodivergent and the Middle East alone 38% of Generation X identify as Neurodivergent. It is widely thought that over the next decade that Neurodiversity will be the dominant form of cognitive diversity and that as much as 25-33% of FTSE 100 and Fortune 500 companies organisational populations are Neurodivergent, Neurodiversity is now more than ever a business necessity for organisations to not only be competitive but thrive in an ever increasingly complex world.

Membership Packages

We have three different Neurodiversity membership packages available to organisations depending on their understanding, knowledge, and organisational readiness for Neuroinclusion in their organisations.

The Neurodiversity Explorer Package is aimed at organisations where little or no training and development has been delivered in the Neurodiversity space. It is a nice gentle introduction to Neurodiversity and designed to help start the conversation and drive awareness around Neurodiversity in their workplace.

Organisations selecting this membership package will have access to the following training and consultancy:

- Up to six workshops of the organisation's choice including Awareness, Leadership and Management, HR & Recruitment and Cultural Awareness Workshops
- Organisations selecting this package will also be entitled to 2 keynote speakerships as part of this package

3 Months Training and Consultancy £3000

Are Neurodiversity Trailblazer Package is aimed at organisations who are more advanced in their workplace knowledge of Neurodiversity and are looking to further their existing knowledge of Neurodiversity in the workplace. Organisations at this stage of their Neurodiversity journey will have a good baseline knowledge of Neurodiversity and Neuroinclusion but are looking to embed and build upon their current knowledge. Organisations selecting this membership package will have access to the following training and consultancy:

- Unlimited workshops of your organisation's choice
- Up to four keynote speakerships
- Support with the delivery of the following resource guides for your organisation:
What is Neurodiversity, Neurodiversity HR & Recruitment & Neurodiversity Leadership & Management Resource Guides
- Support with the delivery of Neurodiversity Workplace Audits of your organisations choice
- Support with the creation and implementation of a Neurodiversity Advisory Committee and Neurodiversity Employee Resource Group

6 Months Training and Consultancy £6000

Are Neurodiversity Visionary Package is aimed at organisations who have embedded Neurodiversity and Neuroinclusion into many of their everyday organisational principles. These organisations are looking at how they can their existing processes and policies and are looking to improve upon any gaps in their knowledge of Neurodiversity in the workplace. Organisations selecting this membership package will have access to the following training and consultancy:

- Unlimited workshops of your organisations choice
- Unlimited number of keynote speakerships
- Unlimited resource guides tailored to your organisational requirements
- Neurodiversity Ambassador Programme unlimited number of cohorts

- Neurodiversity Recruitment Bootcamps unlimited number of cohorts
- Delivery of a Global Neurodiversity Risk Analysis Framework
- Support with the delivery of a Global Neurodiversity Strategy including a Neurodiversity Strategy Workshop
- Unlimited access to all of our consultancy packages to help your organisation embed Neuroinclusion into your workplace
- Unlimited access to best practice templates of how to further Neuroinclusion in your workplace

12 Months Training and Consultancy £12000

Programme Disclaimer

*Organisations can cancel the programme at any time without any cancellation fees being applied.

*Please note that where an organisation exits the membership early. They will be charged up to the standard default package value of whatever services have been delivered by Advance: The Disability Consultants at the point of cancellation. For example, if a client cancels their 3 month membership early after having just three workshops they will only be charged for those three workshops at the standard price of a 1hr workshop costing £500.

*Please note that where organisations require international travel, reasonable travel costs not included in the overall price of the package will be charged.

*Please note that should your organisation want to upgrade to a more advanced package you will only be charged the difference in value between your existing package and the upgraded package. For example, if your organisation upgrades from the explorer to trailblazer package your organisation will only be charged the difference in value between the two packages e.g. £3000.

*Payment for your organisation's membership is due at the end of the programme. Payment must be made within 30 days of the completion of the end of the programme. If your organisation's invoicing process is 45 or 60 days payment must be commenced before the completion of the programme.

*Please note that all templates and materials in the membership area are the sole intellectual property of Advance: The Disability Consultants. Any content we specifically design for your organisation becomes exclusively your organisation's content and is part of your intellectual property as part of the membership programme.

How it benefits your organisation

- Increased innovation and creativity in your organisation. 44% of workplace accommodations cost less than £500.
- Companies which have implemented neurodiversity hiring programmes have seen a year on year increase of customer and consumer satisfaction of 92%.
- Technology giants such as SAP saw business savings of \$40 million alone on just one business program by hiring Neurodivergent talent into their organisation.
- Organisations such as JP Morgan saw productivity increases of 90-140% by hiring Neurodivergent talent into their workplace.
- Access to more diversified talent pools. GDP growth in the US alone has increased by \$25 billion by recruiting more Neurodivergent talent into the workforce.
- Organisations which prioritise Neuroinclusion are twice as likely to meet their financial targets than those who are not.
- Organisations which prioritise Neuroinclusion are up to eight times more likely to achieve their business goals compared to those who are not.

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.

*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 collaborate with you to provide translators to help us deliver workshops for your employees.

*Please note that all workshops are subject to currency fluctuations and these prices may change dependent on when the workshops are booked.