

## A Guide to Neurodiversity Cultural Awareness 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 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 we recognise that organisational culture plays a huge part in helping foster a culture of Neuroinclusion in the workplace. Fundamentally, modern workplaces are complex structures comprised of different people, personalities, communication styles, information processing and this can be challenging for Neurodivergent and Neurotypical employees to understand each other's differing perspectives in the workplace. Yet at Advance: The Disability Consultants we believe that the more employees talk about Neurodiversity in the workplace the more Neuroinclusion and the acceptance and celebration of Neurodiversity and Neurodivergent

people will become part of the embedded culture in the modern workplace. At Advance: The Disability Consultants are Neurodiversity Cultural Awareness Workshops are designed to give all employees the confidence, knowledge and skills required to understand Neurodiversity and Neurodivergent employees in the workplace. Our specialist training sessions focus on amongst other things the importance of psychological safety, allyship, how to have difficult conversations and differentiating between culturally offensive and culturally acceptable forms of behaviour in the workplace. All of our sessions include breakout tasks, mind maps, debates and test your knowledge quizzes. As an organisation we offer the following Neurodiversity Cultural Awareness Training Sessions:

- Neurodiversity & Allyship
- Neurodiversity & Imposter Syndrome
- Neurodiversity & Psychological Safety
- Understanding Different Cultural Norms
- Neurodiversity and Ableism
- Understanding Neurodiversity from a Neurodivergent perspective
- Othering and Labels what do they mean?

#### **How it benefits your organisation**

- Training tailored to your organisational requirements and objectives.
- Strategies on how to have impactful conversations on Neurodiversity in your organisation.
- Strategies and tips on how your employees can be Neurodiversity Ally's in your organisation.
- Strategies and guidance on how to create a psychologically safe working environment for Neurodivergent employees.

- Support and guidance for organisations on how to understand different regional and cultural attitudes towards Neurodiversity and Neurodivergent people.
- Workplace strategies on how to create a values driven culture towards Neurodiversity in the workplace
- Support with creating a Neuroinclusion strategy from intent and discussion to implementation of a Neuroinclusive culture in 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](mailto:oliver@advancethedisabilityconsultants.co.uk) and we can send individual course guides to you. We typically recommend that for any of our Neurodiversity 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. Additionally, as part of our workshops we can offer signers and translators particularly if English is not the traditionally spoken language in your organisation.

### Pricing

Training Sessions 1hr	£400 €472 \$506
Half Day Workshops 3hr Sessions	£450 €531 \$570
Full Day Workshops AM and PM Session 3hr Sessions	£500 €590 \$633
Projects/Consultancy Day Rate	£600

	€708
	\$760