

A Guide to Neurodiversity HR & 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 and workshops consultancy 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 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

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

- 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 polices 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

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 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 Teams, Zoom, Cisco Webex or Google Meet. We do not advise on a set number of delegates for most of our general workshops. However, we recommend that you have the necessary tech capabilities in place should you decide to invite large numbers of delegates to any of our workshops. However, please note that for any of our specialist workshops or mentoring programmes we limit the number of attendees to 30/40 per session.

Pricing

Training Sessions – Typically 60 minutes	£375 €430 \$453
Mentoring – based on a 1hr group or individual session	£250 €287 \$302
Consultancy/Workshops based on a 3hr session.	£425 €487 \$514