

A Guide to our Neurodiversity Ambassador Programme

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 Neurodiversity Ambassador Programme

At Advance: The Disability Consultants our Neurodiversity Ambassador Programme is designed to help organisations identify employees, affiliates, and organisational allies to become Ambassadors for Neurodiversity in their workplaces. Each business function will be represented by at least one ambassador who will help support, educate, and raise awareness of Neurodiversity within their teams. All organisational Neurodiversity Ambassadors will undergo train the trainer training to help them lead on Neurodiversity training in their business functions and the wider organisation. The Neurodiversity Ambassador programme will ensure that all employees in the workplace are included

on this journey. All training and mentoring is delivered by an expert by experience of over 25 years. The Neurodiversity Ambassador Programme is open to all employees regardless of whether they are Neurodivergent or not and we actively encourage organisations to consider and select employees from across the organisation to become Neurodiversity Ambassadors. As an organisation we can support your workplace on your journey to becoming Neurodiversity Confident by delivering the following:

- Free access to all online resources for Neurodiversity Ambassadors and their employers.
- Train the Trainer training sessions for Neurodiversity Ambassadors all delivered by an expert by experience of over 25 years who can help deliver training and mentoring support for Neurodivergent employees, HR & Recruitment employees and Line Managers and Leaders across your organisation.
- Group and individual mentoring for Neurodiversity Ambassadors and Neurodivergent employees.
- Creation of organisational Neurodiversity Listening and Learning Forums to convey the views of your organisational Neurodiversity population to drive impactful changes in your organisation.
- Working with the Neurodiversity Ambassadors to deliver Neurodiversity workshops to all business functions across your organisation. Ensuring that all business functions and employees are included on your organisation's journey to becoming Neuroinclusive.

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.
- Creates psychologically safe working environments and helps foster a culture of allyship in your organisation.
- Creates a culture of belonging in your organisation which includes all employees in the conversation around Neurodiversity in the workplace.

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 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