MAXIMUM PERFORMANCE

Neurodiversity in the workplace

A unique 'flexinar' programme

The term 'Neurodiversity' was coined by Judy Singer in the 1990s. It recognises and celebrates the fact that we are all 'wired' differently, and will therefore bring different ways of thinking, feeling and doing to what we do. Finally, organisations are beginning to realise that their practices need to be designed in a way that recognises, values and embraces this diversity, and the individuals concerned.

This virtual classroom session offers an opportunity to develop your understanding of Neurodiversity, and of the steps you can take to create an end-to-end employee experience where individuals and your organisation can thrive.

The session relies on participants using the activities presented and group chat to apply ideas and learning to their personal experiences.

Learning objectives

- Identify how your personal experience of Neurodiversity is relevant to your perspective on, and learning from, the programme
- Understand the nature of Neurodiversity and how its interpretation is influenced by the lens through which it is seen
- Learn about legal and associated requirements and resources
- Understand how your current organisational practices may be enabling or limiting the value to be gained from Neurodiversity
- Determine your role in relation to Neurodiversity in the workplace
- Formulate an action plan to take back to work

Format

A uniquely flexible virtual classroom session.

Design your own programme: choose one numbered topic for a 45-minute session, two for 60 minutes, three for 90 minutes. If you want more topics, give us a call and we'll discuss the best way of structuring the session for you. The 'Introduction' and 'Action planning' sessions come as standard, by way of scene setting and to support effective action planning.

'Flexinar' menu – choose any three of the seven numbered items to create your ideal programme.

(The 'Introduction' and 'Action planning' sessions come as standard, whatever the session length.)

Introduction

- Identify how your personal experience of Neurodiversity is relevant to your perspective on and learning from the programme
- Learning objectives

'How to' topics

1 Understand the nature of Neurodiversity and how its interpretation is influenced by the lens through which it is seen
2 Take a deep dive into Autism, ADHD, Dyslexia and other neuro-minorities [selection to be agreed in advance]
3 Learn about legal and associated requirements

Tools and models

4 Neurodiversity and the employee lifecycle
5 Organisational audit – how are your current organisational practices enabling or limiting the value to be gained from Neurodiversity?
6 Possible roles to effect change – self-advocate, Neurodiversity champion or lead, manager or HR practitioner

Best practice techniques, tips and new ideas

7 How to self-advocate, champion, lead, or be a manager / HR practitioner that embraces Neurodiversity [selection to be agreed in advance]

Action planning

- Decide what role you would like to play in relation to Neurodiversity in the workplace
- Formulate an action plan to take back to work
- Organisations and resources for finding out more

Any questions? Just give Helen Nuttall a call on **01582 463460** for a no-obligation discussion about running this session for your organisation on an in-house basis, or visit **www.maximumperformance.co.uk** for more details.