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# Neuroempowerment Champion Training

## **PROGRAM OVERVIEW:**

This program is designed to empower professionals with the knowledge, skills, and strategies to become advocates for neurodiversity in the workplace. The NeuroEmpowerment Champion Training focuses on building inclusive environments where neurodivergent individuals can thrive. Participants will gain practical tools, insights, and certification to confidently lead neurodiversity initiatives, driving innovation, collaboration, and success.

## **KEY LEARNING OUTCOMES:**

- Understand key neurodivergent conditions (e.g., Autism, ADHD, Dyslexia) and their impact on the workplace.
- Shift from deficit-based to strengths-based approaches in managing neurodivergent talent.
- Identify and dismantle barriers to inclusion through actionable strategies.
- Communicate effectively with neurodivergent colleagues, tailoring their style to individual needs.
- Provide respectful and effective support for neurodivergent employees.
- Develop actionable plans to foster a neuroinclusive workplace and measure their impact.
- Earn certification as a NeuroEmpowerment Champion.

## **WHO SHOULD ATTEND?**

- HR Professionals and Managers seeking to foster more inclusive environments.
- Diversity, Equity, and Inclusion (DEI) Practitioners looking to enhance neuroinclusion strategies.
- Leaders and Team Members working with neurodivergent colleagues.
- Educators and Coaches supporting neurodivergent individuals in educational or professional settings.
- Neurodivergent Individuals who wish to lead change within their organizations.



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## **PROGRAM INCLUSIONS:**

- 8 Comprehensive Modules covering neurodiversity, communication, inclusion, and support strategies.
- Real-World Case Studies that provide insight into successful neurodiversity initiatives.
- Action Planning Templates and tools for implementing neuroinclusion strategies.
- Interactive Exercises and Role-Playing scenarios for hands-on learning.
- Access to Peer Support Networks and ongoing professional development opportunities.
- Certification as a NeuroEmpowerment Champion, recognising participants as advocates for neuroinclusion.

## **DURATION:**

- 8 Weeks: One module per week with live online sessions and self-paced activities.
- Total Time Commitment: Approximately 2–3 hours per week, including interactive sessions, individual work, and group discussions.

## **PROGRAM PREREQUISITES:**

No formal prerequisites are required. However, participants will benefit from:

- A passion for diversity and inclusion.
- An interest in learning about neurodivergent conditions and workplace inclusion.
- A willingness to engage in group discussions and interactive learning.



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## DETAILED PROGRAM OUTLINE:

### **Module 1: Introduction to Neurodiversity**

- Definition and importance of neurodiversity.
- Overview of common neurodivergent conditions: Autism, ADHD, Dyslexia, Dyspraxia.
- The shift from deficit-based to strengths-based thinking.

### **Module 3: Creating an Inclusive Environment**

- Identifying physical, social, and psychological barriers in the workplace.
- Implementing reasonable adjustments and accommodations.
- Strategies for fostering an inclusive culture.

### **Module 5: Supporting Neurodivergent Employees**

- Recognising individual support needs and preferences.
- Providing support without overstepping boundaries.
- Developing peer support networks for ongoing connection.

### **Module 2: The Role of a NeuroEmpowerment Champion**

- Defining the role and responsibilities of a NeuroEmpowerment Champion.
- Core competencies: Communication, empathy, problem-solving.
- Strategies for influencing change within organisations.

### **Module 4: Effective Communication and Interaction**

- Understanding how neurodivergent individuals process information.
- Tailoring communication to different styles and needs.
- Conflict resolution techniques for neurodivergent-inclusive teams.

### **Module 6: Self-Care and Ongoing Learning**

- Managing mental health and well-being as a champion.
- Recognising burnout and implementing self-care strategies.
- Resources for continuous learning and growth.

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## DETAILED PROGRAM OUTLINE:

### **Module 7: Action Planning and Implementation**

- Developing personalised action plans for neuroinclusion initiatives.
- Collaborating with HR and management to implement change.
- Monitoring and reporting progress to stakeholders.

### **Module 8: Assessment and Certification**

- Knowledge assessments and practical applications.
- Case study analysis to demonstrate applied learning.
- Certification as a NeuroEmpowerment Champion upon successful completion.

