
embracing Neurodiversity at Work

PROGRAM OVERVIEW:

This engaging and transformative program equips leaders and teams with the tools and knowledge needed to foster neuroinclusion. Aisling Smith Vance, a renowned neurodiversity advocate and empowerment coach, delivers practical insights into building supportive environments where neurodivergent employees thrive. Participants will gain real-world strategies to understand, accept, and leverage the unique strengths of neurodivergent individuals.

Through interactive activities, real-world examples, and actionable frameworks, participants will leave with the confidence to implement inclusive practices that boost employee engagement, innovation, and productivity, creating a workplace culture where everyone can excel.

KEY LEARNING OUTCOMES:

- **Comprehensive Understanding of Neurodiversity:** Gain insights into common neurodivergent conditions and their workplace impact.
- **Actionable Inclusion Strategies:** Learn practical ways to support and empower neurodivergent employees.
- **Leadership in Neuroinclusion:** Develop skills to lead by example and foster a neuroinclusive culture.
- **Improved Communication:** Master communication techniques to enhance team collaboration and understanding.
- **Innovation through Diversity:** Discover how neurodivergent employees can drive innovation and increase productivity.
- **Customised Action Plan:** Leave with a tailored strategy to apply neuroinclusive practices in your organisation.

WHO SHOULD ATTEND?

- Executives, team leaders, and managers
- HR professionals and talent managers
- Diversity, Equity, and Inclusion (DEI) teams
- Workplace coaches and mentors
- Neurodivergent employees seeking tools for self-advocacy



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PROGRAM INCLUSIONS:

- Interactive sessions with role-playing exercises and group discussions
- Real-world case studies and practical tools for immediate implementation
- Tailored resources and frameworks for inclusive leadership
- Personal action plan template for participants
- Follow-up coaching or consulting options for sustained success

DURATION:

- Available as a half-day, full-day, or multi-session program based on organisational needs.

PROGRAM PREREQUISITES:

- No prior experience with neurodiversity is required. Participants should have an interest in fostering diversity, inclusion, and employee well-being.



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DETAILED PROGRAM OUTLINE:

1. Introduction to Neurodiversity

- Definition and scope of neurodiversity in the workplace
- Common neurodivergent conditions (e.g., Autism, ADHD, Dyslexia)
- Debunking myths and misconceptions about neurodivergent employees
- Business benefits of neurodiversity and inclusion

3. Communication Techniques for Inclusion

- *Practical communication tools for diverse teams*
- *Setting clear expectations and providing structured feedback*
- *Addressing communication challenges through empathy and flexibility*
- *Group activity: Role-playing scenarios for improved communication*

5. Inclusive Recruitment Practices

- *Crafting neurodiversity-friendly job descriptions*
- *Inclusive interview techniques and candidate accommodations*
- *Reducing bias in hiring processes*
- *Group exercise: Redesigning job descriptions and interview questions*

2. Building Inclusive Workplace Cultures

- Definition and scope of neurodiversity in the workplace
- Common neurodivergent conditions (e.g., Autism, ADHD, Dyslexia)
- Debunking myths and misconceptions about neurodivergent employees
- Business benefits of neurodiversity and inclusion

4. Supporting Neurodivergent Employees

- *Implementing reasonable adjustments and accommodations*
- *Leveraging individual strengths for professional success*
- *Creating feedback loops and continuous support networks*
- *Group exercise: Designing a neuroinclusive onboarding plan*

6. Sustaining Neuroinclusive Workplaces

- *Training staff and managers on neuroinclusion*
- *Establishing continuous improvement practices and feedback loops*
- *Monitoring the impact of neuroinclusive policies*
- *Q&A and strategy development: Collaboratively designing action plans*

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DETAILED PROGRAM OUTLINE:

7. Wrap-Up and Next Steps

- *Summarising key takeaways and insights*
- *Providing additional resources and tools for further learning*
- *Collecting participant feedback to enhance future initiatives*
- *Closing remarks and thanks*