



Neurodiversity in the Workplace

The term "neurodiversity" is not widely understood but represents a global movement to promote awareness and inclusion. Unfortunately, misconceptions persist, often accompanied by dismissive reactions like, "We didn't have that in our day" or "What nonsense are people making up now?"

Studies show that approximately 20% of the population is neurodivergent meaning that 20% of your workforce may process information differently, whether diagnosed or not. It is important to equip people managers with the knowledge and skills to develop and grow a successful team.

Everyone learns in different ways - this can be visual, auditory, reading / writing, kinaesthetic / hands-on activities, or a blended learning style. Recognising these differences and understanding how people absorb and process information can improve learning outcomes and workplace communication.

Managing Diverse Teams in the Workplace

With five generations in the workforce and increasingly diverse global teams, managers face a dynamic and challenging task: leading individuals to achieve the same objectives despite their varied learning styles, strengths, and development areas. This diversity often results in scenarios where neurodivergent individuals may be misunderstood. Consider the following situations:

Performance Concerns: A team member may seem underperforming when they simply need instructions presented differently.

Difficulty Communicating: They may struggle to articulate changes or new procedures.

Focus Challenges: Distractions can impact their ability to concentrate.

Reading/Writing Issues: Some may find written tasks challenging but excel in verbal contributions.

Sensory Issues: sensitivity to sudden noises or shared cramped spacing can cause lack of focus and distress.

By understanding and embracing neurodiversity, managers can unlock the full potential of their teams, creating environments where everyone can thrive regardless of how they process information.

Our engaging and insightful 3.5-hour skills workshop delves into the key aspects of neurodiversity, including accepted terminology, neurodivergent conditions, and practical ways to harness unique strengths while supporting individual development in the workplace.

Delivered by Natalie Cellamare, SmartHR's People & Culture Development Consultant, and a qualified specialist in neurodiversity, this workshop equips HR professionals and people managers with the knowledge and tools to foster an inclusive, supportive workplace culture.



Learning Objectives

- Understand what neurodiversity is, common neurodivergent conditions, and how to avoid making assumptions
- Identify individuals who may require learning adjustments and understand strengths and development areas
- Increase your knowledge, confidence, and understanding to support neurodivergent team members
- Understand the importance of having a diverse culture
- Be able to hold sensitive and difficult conversations consistently using respectful language and terminology
- Understand the impact on organisational goals and objectives
- Understand the legal framework for supporting neurodivergent individuals and the obligations for creating inclusive workplaces
- Identify workplace adjustments that can be made to support neurodivergent team members
- Forward-plan to accommodate ongoing and future organisational changes

By the end of the workshop, you will be able to confidently explain neurodiversity, understand how to use inclusive terminology, and gain techniques to support your team's growth and adaptability.

Session Content

- The history and current perception of neurodiversity
- Accepted terminology and its meaning - using respectful language in discussions
- Understanding psychological impairments - an overview of common neurodivergent conditions and how the traits may present in the workplace
- Neurodiversity - the legal framework and creating an inclusive workplace
- Identifying workplace process and procedure adjustments
- Practical techniques and strategies to foster inclusion, improve productivity and deliver impactful results

Our Neurodiversity in the Workplace workshop can be delivered internally within your organisation or you can sign up to attend one of our open courses.

For enquiries or bookings, please contact Natalie Cellamare at natalie@SmartHR.co.im

