



Awarded by  
ADHD Foundation  
The Neurodiversity Charity  
Witherslack Group

**W Futures**  
Employer Award

Empowering Neurodiversity in the Workplace

# WG Futures Futures Employer Award - Neurodiversity advice and support training



**We offer a range of training opportunities on all aspects of neurodiversity in the workplace that are flexible, accessible and easily tailored to meet the needs of your workforce.**



Training sessions can be in person, virtual - online or in recorded formats.



Course organisers will be offered a pre-session meeting in order for our trainers to create a bespoke experience tailored to their specific workplace and current needs.



All course participants will be offered further reference materials after course completion.

## **Training Menu**

### **Why Neurodiversity is good for business.**

This programme introduces you to the basic concepts of what neurodiversity is, why and how recruitment protocols can match cognitive profiles with key job roles and functions in your business and how to optimise retention, performance and efficiency by playing to the strengths of employees and utilising training and technology to develop competencies that are required as part of any role or job function.

This training explains the different thinking and how the context of the workplace can enable some minds to thrive and add value, or not. Assistive technology, strategies and team dynamics are explored to discern how they impact the 1 in 5 of your workforce – and customers - who think differently.



## **Introduction to Neurodiversity in the workplace.**

This course provides more in depth information about neurodiverse conditions. It is an exploration of how different ways of thinking and processing information might impact individuals in the workplace. Identifying the unique skills and qualities associated with neurodiversity, and using screening tools (eg: cognitive profiling) to match the right person to the role.

This course also demonstrates principal strategies to support and enable colleagues, and the advantages of working environments that support neurodiverse employees.

## **Enabling Neurodiverse minds in the workplace.**

This course will focus upon specific neurodiverse conditions and will raise awareness of the condition(s) including up to date research, key features and diagnostic criteria. It will also include discussion of cooccurring conditions, potential impacts on executive functioning skills and mental health. The course includes key strategies to support individuals.

## **Understanding employee well-being: facilitating a healthy lifestyle culture in your workforce.**

This training provides a range of strategies to promote and maintain good mental health and psychological wellbeing, including stress reduction strategies.

The following mental health conditions can also be included on request: anxiety, depression, self-harming behaviours, eating disorders and compulsive behaviours.

## **Supporting employees who are parents and carers of neurodivergent children.**

This training will provide a range of considerations to support parents and carers, both within a workforce and also the wider stakeholder and customer base. Areas of focus will include understanding their child's needs and strengths, how parents can play an active role in their child's education, understanding their own well-being and how you, as an employer, can reduce the pressures experienced by parents you employ.



### **Neurodiversity friendly recruitment, interviewing and onboarding.**

Many neurodiverse candidates are put off applying for jobs based upon the information that is available pre-interview, or by the organisation of the interview process. Similarly, some interview processes do not provide neurodiverse applicants with appropriate opportunities for them to demonstrate their abilities. This module will explore neuro-inclusive practice for a range of neurodiverse conditions in recruitment and interviewing. Also, how inclusive practice in onboarding and induction can ensure neurodiverse employees can begin their employment successfully and thrive within the workplace.

### **Models of mentoring and coaching: considerations for line managers**

This module will explore awareness raising for leaders and managers about the impact of neurodiversity in the workplace and will include inclusive practice, different management approaches, and processes and strategies, including workplace coaching.

### **Neuro-inclusive marketing and communication.**

This module will explore communication and marketing approaches for neurodiverse groups, including internal communications. The module includes reader friendly strategies, design of marketing collateral, and publicity campaigns that are neurodiversity friendly to capture new customers.

### **Starting a Neurodiverse friendly initiative.**

This module will explore a range of initiatives to support neurodiverse colleagues in the workplace. From setting up a neurodiverse employee's network, establishing Neurodiversity Champions or Peer to Peer support structures and coaching. The module will explore case studies and other best practice examples. Engaging in national initiatives, such as ADHD Awareness Month or the ADHD Foundation's Umbrella Project can be an effective way of raising awareness amongst all colleagues, starting conversations, and addressing the issue of masking and non-disclosure in the workplace.



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