

Leading Neurodiversity in the Workplace

- CMI Level 7



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



Leading Neurodiversity in the Workplace

- CMI Level 7



Duration

Three teaching days

Validating Body

CMI

Overview

This Neurodiversity Leadership Programme offers professionals an opportunity to unlock their potential as neuro-inclusive leaders and improve team performance by empowering neurodivergent team members to recognise and utilise their creativity, knowledge and diverse skills. It is estimated that 1 in 5 people within the workforce are neurodivergent. Without training, leading neurodivergent employees effectively can be challenging. Neurodivergent people may process information and solve problems in ways that neuro-majority people wouldn't consider. When given the opportunity and understanding, their unique perspectives can contribute hugely to a business's success.

The programme is designed to equip you with the knowledge, skills, and practical strategies needed to embrace and leverage the unique strengths of neurodivergent individuals. This transformative program is your key to unlocking new levels of leadership excellence with insightful models, comprehensive exploration and practical steps to apply neuro-inclusive leadership to benefit you, your diverse individuals, your team and your organisation.

Who is this course for

This programme has been designed for Directors, Managers and Senior Stakeholders who want to improve performance through cohesive and motivated teams, by inclusively maximising the potential of neurodivergent colleagues.

This course is for you if you want to:

- Discover techniques for building high-performing teams that embrace neurodiversity
- Foster collaboration, promote empathy, and leverage everybody's strengths
- Develop understanding of neurodiversity and neurodivergence, including autism, ADHD, dyslexia, dyspraxia and more
- Inspire others to tailor communication and management approaches that empower neurodivergent individuals to excel
- Learn tools and strategies to create an environment where all team members thrive

Learning Outcomes

On completion of this programme, delegates will:

- Be able to define 'neurodiversity', recognise different expressions of neurodivergence, and consider diagnostic understandings and non-diagnostic (lived)
- Understand the characteristics and barriers experienced in the workplace by neurodivergent individuals and learn how to effectively lead, inspire and manage them
- Evaluate changes in leadership style at both a systemic and individual level to better support and empower neurodivergent colleagues
- Explore strategies to create a neuro-inclusive workplace culture to enhance retention and performance of neurodiverse individuals
- Identify potential barriers that neurodivergent individuals may face in the workplace and develop strategies to overcome them

2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated its 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

Qualification

CMI Level 7 Award in Strategic Management and Leadership Practice

Following completion of the **Leading Neurodiversity in the Workplace Programme**, learners can opt to continue their studies by completing a **CMI Level 7 Award in Strategic Management and Leadership Practice**. This qualification is designed for practising middle managers and leaders at operations, division, departmental or specialist level, who are typically accountable to a senior manager or business owner.

Learners are required to complete one 4,000-4,500 word written assignment. Units to be completed include:

- 702: Leading and Developing People to Optimise Performance

Benefits of completing the qualification include:

For learners:

- Enables learners to develop the professionalism to deliver impact and behave ethically.
- Enables learners to develop an in-depth understanding of how to effectively lead and develop people.
- Provides the opportunity to demonstrate a commitment to continual learning and development.
- Accredited management and leadership qualification and certificate on completion.

For organisations:

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy.
- Provides skills and behaviours to drive core business activities.
- Delivers skills to optimise organisational performance through the effective leadership and development of people.

Learners also receive:

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

Agenda

Day 1: Neurodiversity in the Workplace

Key themes include:

- Define neurodiversity and neuro-diverse leadership
- Understand characteristics often associated with different neurotypes, and potential challenges experienced in workplace and societal contexts
- Highlight the strengths, talents, and unique perspectives that neurodivergent individuals can bring to a team
- Explore the challenges and strengths associated with each profile.
- 'Double empathy' and the importance of effective communication techniques to foster understanding and reduce misinterpretation from all parties
- Understanding regulation to support effective working and decision-making in your neurodivergent employees
- Explore the concept of an inclusive workplace culture its benefits including cultivating empathy and understanding among team members
- Evaluate strategies for creating an inclusive environment, including promoting diversity, adapting workspaces for different sensory processing profiles, understanding burnout and implementing reasonable accommodations
- Identify strategies to overcome: misconceptions, stereotypes, and biases surrounding disability and neurodivergence (including current controversy surrounding ADHD)

Day 2: Coaching and Developing Neurodivergent Colleagues

Key themes include:

- Evaluate strategies for providing appropriate support, such as mentoring and coaching
- How Coaching is very different for Neurodivergent individuals
- Harnessing the power of neurodivergent thinking
- Using psychometric tools to create better self-awareness
- Building empathy and understanding to support coaching
- Contracting considerations
- Adaptive coaching for neurodivergent individuals
- Role plays to practice GROW, empathy and communication skills

Day 3: Creating a plan for the Organisation

Key themes include:

- Understanding legal frameworks and regulations related to neurodiversity, such as The Equality Act, The Autism Act and other discrimination laws
- Addressing ethical considerations around privacy, disclosure, and confidentiality
- Ensuring compliance and promote a fair and inclusive work environment
- Psychological Safety
- Examine an approach to developing a neuro-inclusive organisational strategy
- In peer groups, develop a real-world organisational strategy to create a Neurodiverse culture in your organisation

Tutors

Zara Sloane

Zara is a certified Executive Coach and has worked globally with a range of businesses and senior leaders, as well as emerging and young leaders. Her energetic, professional, and results-oriented approach – paired with her passion for Diversity, Equity and Inclusion – has been critical to her diverse portfolio of roles and projects on which she has worked. Her 20 years corporate experience prior to consulting, includes having operated and led in global commercial roles as well as functional specialist roles in Talent, leadership, Diversity and Inclusion, Organisational Development and Organisational Effectiveness.

Zara has worked across both the public and private sector and has supported organisations in their development of more inclusive cultures through discovery, strategy, education, and coaching. One of her defining approaches is to work with managers and leaders as key levers of change with a view to creating the systemic conditions for success.

She is passionate about the extraordinary benefits that DEI bring to business and society. Zara seeks to provide leaders with a deeper understanding of inclusion with respect to the personal and business benefits, and to help them develop strategies on how to avoid potential pitfalls, ultimately incentivising action.

Alongside her client work Zara volunteers as a coach and mentor for young people from disadvantaged backgrounds, supporting them with the knowledge, network, skills, and confidence to support their success and happiness.

Her areas of expertise include Organisational Development, Talent Management, Equity Diversity and Inclusion, Leadership Development, Coaching, Performance Enablement, Early Careers and Mentoring.

Qualifications and tools:

- Certified Executive Coach 2008 AoEC
- Neuro Linguistic Practitioner 2009 Pegasus NLP
- Be Talent Strengths Insights and decision Styles Accreditation, Zircon
- Motivational Map Practitioner
- Hogan Certified
- Gateway to Team Coaching 2020 – Clutterbuck & Hawkins

Tutors

Hayley Brackley

Hayley Brackley is a distinguished learning consultant and coach specialising in neurodiversity. Hayley's unique perspective comes from being diagnosed with ADHD and Dyslexia in 2002, and more recently discovering she is autistic, granting her first-hand insight into the significance of neurodiversity awareness. As an advocate for Neuroinclusion, Hayley collaborates with businesses to ensure their practices foster an environment where every employee can thrive and receive the support they need to excel.

Hayley has recently been nominated for an ITV National Diversity Award under the category of Positive Role Model. This followed both work with individuals who considered themselves to be from a minority group and Hayley's unwavering dedication to embracing her own identity.

Alex Firmin

Alex is an experienced and dedicated education consultant and trainer. His core skillset is the design and delivery of engaging personal and professional development programmes. He is adaptable and comfortable working at any level in the organisation, from front line leaders to the Board.

Prior to working in consultancy Alex was an army officer (making it to Major). A natural diplomat, Alex studied Pashto (the language of Southern Afghanistan) and held a leadership role in supporting reconstruction and development, primarily in Helmand Province, Afghanistan. Alex supported the development and delivery of the army's global Security, Leadership and Strategy programme, and later worked to establish the curriculum for Afghanistan's Officer Training Academy, in Kabul.

Alex has built a consultancy business and delivered a diverse portfolio of organisational development projects. He works across all sectors and his clients include the NHS, NATO, Barnardo's, Home Bargains, a variety of Academy Trusts and schools, and many smaller businesses and charities. Alex has worked closely with the Chartered Management Institute, and routinely lectures on MBA and Director Development programmes for the Universities of York, Chester, and East London. Alex maintains a high level of currency and is currently developing programmes focussing on Distributed Leadership, and Managing Neurodivergent Colleagues.

Alex holds three Master's degrees: Educational Innovation, Psychology, and Occupational Psychology. He is married to Katherine and has two children and two Labradors.

