

Leading Neurodiversity in the Workplace

- CMI Level 7



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



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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

Qualification

CMI Level 7 Award in Strategic Leadership and Management

Assessment

The CMI Level 7 - Award in Strategic Management and Leadership is designed for directors and senior managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the course, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

You will be required to complete one 3,500 – 4,000-word written assignments that require taught theory to be applied to the organisational context:

- Unit 702: Leading and Developing People to Optimise Performance

Support

As part of your course fee, you are given unlimited access to post-classroom tutorials. These are organised monthly and run by CMI-qualified tutors to help guide learners through the assignment writing phase.

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](#).

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)

Agenda

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

Alex Firmin

Alex is a qualified occupational psychologist and specialises in leadership development. He is also a highly experienced educational consultant and executive coach. Alex is the Associate Director for Programmes at INPD, and routinely teaches on MBA programmes for York, Chester, and Robert Gordon Universities.

Previously he was an army officer (Major) and undertook several tours of Afghanistan. Alex also supported the development and delivery of the Army's Global Security, Leadership and Strategy programme at Sandhurst, and worked to establish the first Afghan officer training academy, in Kabul.

Key experience:

- 12 years experience as a military leader (military intelligence and education)
- 15 years' experience in designing and delivering strategic training programmes
- 5 years experience as business consultant and manager
- Managed training operations in a wide variety of public and private sectors

Key attributes:

- Well respected for delivering high impact and strategic Leadership and Management training for large scale commercial corporations
- Uses proven techniques combined with innovation to provide creative and successful solutions for businesses.
- An accomplished Leadership Consultant with cross-cultural experience and the ability to succeed in the most challenging environments.

Qualifications:

- MSc Occupational Psychology
- MSc Educational Innovation
- BA Philosophy
- PGCE Postgraduate Certification in Education
- CMI L7 Diploma in Leadership and Management
- CMI L7 Certificate in Coaching and Mentoring

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



