

NEURODIVERSITY PROGRAMME

Thinking Differently Together

Context and purpose:

- Gain a better understanding of what we mean by neurodiversity
- Identify how diversity of thought shows up in the workplace
- Enable colleagues to support others across the business as it becomes increasingly apparent that people are struggling for a broad range of reasons
- Understand the challenges and opportunities presented by the post-pandemic shift in working patterns
- Empower L&D colleagues to feel more confident to have conversations across the business
- Support the L&D team with some input and terminology around neurodiversity to begin to fill the 'don't know what we don't know' gaps – building the next level of understanding and confidence
- Work with the internal comms team to disseminate the learning

WORKSHOP FOCUS:

- **Experiential learning to make the invisible visible**
- **Recognising how our thinking shapes our environment that in turn shapes our thinking**
- **Understanding different thinking and behaviour patterns**
- **Unpacking neurodiversity problems and possibilities**
- **Sense and feel the workplace through the experience of colleagues**
- **How learning and practicing how to think differently together can align with organisational purpose and direction**
- **The connection with mental health and wellbeing initiatives**

LEARNING OUTCOMES:

- **The terminology and insights to start conversations with colleagues who have diverse needs**
- **The confidence to show up and support colleagues that benefit individuals and the business**
- **Understand different layers of neurodiversity and how this impacts colleagues in different contexts**
- **Learn 3 or 4 key techniques/principles to support colleagues better**
- **Ideas for practical adjustments to enhance the learning and working experience of diverse colleagues**

FORMAT OF THE TRAINING:

The programme is run over 1 day

The format provides a blend of facilitator-led input and participant discussion in a highly interactive virtual workshop, combined with a virtual 'Action Learning' approach in small groups so the learning is reinforced and applied to the specific and immediate needs of each participant.

Delegates typically attend both elements across a full day.

We recommend a maximum of 12 people.



INTERACTIVE VIRTUAL WORKSHOP



VIRTUAL COLLABORATIVE LEARNING SESSIONS

Interactive Virtual Workshop:

2-2.5 hour workshop on 'Zoom' with facilitator-led guidance on core concepts and tips, interactive discussion and ideas by participants, and break-out discussions in small groups. The timing includes a short break.

Followed by....

Virtual Collaborative Learning Sessions:

Also on Zoom. Using an 'Action Learning' format, participants have an opportunity to apply the learning from the virtual workshop, share specific challenges and get focussed support from both facilitator and other group members. (Delegates attend one of the 1.5 hour slots on offer up to a maximum of 4 people per session.)

EMBEDDING THE LEARNING:

We would recommend, following the 1 day programme that some more informal collaborative learning takes place to embed the learning and also to deal with a wider range of topics and input as the participants develop their understanding and confidence.

As an example, these sessions might include:

- **Neurodiversity in depth**
 - Exploring different cognitive processes and how they impact learning preferences, motivation, energy, perspectives, decision-making, and more
- **Real-time problem solving**
 - A co-discovery process that identifies a current challenge and explores possibilities through questions, critical thinking and creative thinking
- **Creating the conditions for diverse colleagues to thrive**
 - Building trust & relationships
 - Psychological safety in teams
 - Team dynamics
 - Physical & virtual environment
 - Policies & procedures understanding and confidence
 - Work with the internal comms team to disseminate the learning

If you would like to know more about our Neurodiversity programme, please contact **Deborah.larder-shaw@oakridgecentre.co.uk** or call Deborah on **07974 694959** and we would be delighted to share our experiences of this programme with you.