

Course Schedule

6:30 PM to 7:00 PM

Understanding Neurodiversity in the Modern Workplace

Topics Include:

- What is neurodiversity?
- Autism in the workplace
- ADHD and workplace performance
- Dyslexia and alternative thinking styles
- Executive functioning differences
- Sensory processing differences
- Workplace strengths associated with neurodiversity
- Common organizational barriers

Business Application:

Understanding how neurodevelopmental differences influence communication, performance, productivity, engagement, and organizational effectiveness.

7:00 PM to 7:35 PM

Recognizing Strengths and Reducing Workplace Barriers

Topics Include:

- Strength based leadership approaches
- Psychological safety
- Employee engagement
- Understanding hidden workplace challenges
- Workplace flexibility and support
- Recognizing and leveraging employee strengths

- Building inclusive workplace cultures

Business Application:

Creating environments where employees can perform at their highest level while improving retention and organizational outcomes.

7:35 PM to 7:45 PM

Break

7:45 AM to 8:00 PM

Communication, Leadership, and Team Effectiveness

Topics Include:

- Communication differences
- Effective feedback strategies
- Clarifying expectations
- Processing time and information delivery
- Team collaboration
- Conflict prevention and resolution
- Building trust and workplace relationships

Business Application:

Improving communication, reducing misunderstandings, and strengthening team performance.

8:00 PM to 8:25 PM

Executive Functioning and Workplace Performance

Topics Include:

- Planning and organization
- Time management
- Prioritization

- Task initiation
- Attention regulation
- Productivity supports
- Workplace accommodations
- Technology and organizational tools

Business Application:

Supporting employee performance while increasing productivity, independence, and workplace success.

8:25 PM to 9:30 PM

Building Neurodiversity Affirming Organizations

Topics Include:

- Recruitment and hiring practices
- Interviewing neurodiverse candidates
- Effective onboarding
- Employee development and retention
- Leadership strategies
- Organizational culture
- Workplace case studies
- Action planning for implementation

Business Application:

Developing practical strategies that strengthen talent retention, improve employee outcomes, and support long term organizational success.

Teaching Methods

- Interactive lecture

- Workplace case studies
- Small group discussion
- Reflective learning activities
- Scenario based problem solving
- Audience participation
- Question and answer discussion

Desired Learning Outcomes

Participants will demonstrate increased knowledge and confidence in:

- Understanding neurodiversity within workplace settings
- Supporting neurodiverse employees
- Improving leadership and management practices
- Enhancing communication and collaboration
- Increasing employee engagement
- Improving retention and job satisfaction
- Building inclusive workplace cultures
- Maximizing employee strengths and organizational performance

Future Professional Development Opportunities

This introductory course serves as a foundation for advanced professional development opportunities including:

- Neurodiversity Informed Leadership
- Human Resource Practices for Neurodiverse Workforces
- Executive Functioning Coaching in the Workplace
- Building Neurodiversity Affirming Organizational Cultures
- Recruitment and Retention of Neurodiverse Talent

- Leadership Coaching and Organizational Development
- Neurodiversity Workplace Assessments
- Strategic Implementation of Neurodiversity Initiatives

Organizations interested in expanding neurodiversity initiatives may pursue customized consultation, leadership coaching, organizational assessments, management training, workforce development programs, and strategic implementation services tailored to their specific organizational needs.