

A Guide to our Neurodiversity Projects and Consultancy

Who we are.

My name is Oliver Fenghour and I am the Director and Founder of Advance: The Disability Consultants. I have a form of Autism known as Asperger's Syndrome. I was diagnosed by a Professor of Neurology at Great Ormond Street at the age of 10. I was diagnosed with Dyspraxia at the age of 4 and I identify as Neurodivergent. Upon leaving school at 16 I struggled for many years to find employment and found there was often a distinct lack of awareness and understanding of Neurodiversity.

Eventually I was helped by the disability charity Mencap into employment with J Sainsburys PLC. Mencap supported me successfully in the workplace for about three years, yet with the financial crash in 2008 and the consequent austerity that followed, meant that the support I had received in the workplace was subsequently removed. I was fortunate that by the time my support in the workplace was removed I was functioning well in the workplace due to the excellent awareness and understanding that my employers and colleagues had of my needs and requirements as a Neurodivergent Adult.

Although, my employment experience post-Sainsburys has been markedly different and too often I have been seen as Oliver the disability and by definition a workplace problem which needed fixing and not Oliver an individual who was capable of adding value to an organisation.

It is estimated that globally according to the CIPD that only 24% of HR professionals have a good working knowledge of Neurodiversity in their workplaces. Yet 76% of HR professionals surveyed have stated that they are keen to further their knowledge of Neurodiversity to ensure that Neurodivergent employees can have access to meaningful opportunities in the modern workplace.

My primary objective of founding Advance: The Disability Consultants is to help give organisations the confidence, knowledge and skills required to successfully recruit, retain, support, and develop Neurodivergent talent in the workplace. As a specialist Neurodiversity consultancy business, we offer Neurodiversity Lunch and learn training for all employees, HR & Recruitment training sessions and workshops, Leadership and Management training sessions, Neurodiversity Cultural Awareness Workshops and a Neurodiversity Ambassador training programme all designed to ensure that your organisation has the right tools required to become a Neurodiversity Confident Employer.

Since founding Advance: The Disability Consultants in 2019 we have worked with organisations in the UK, USA, Australia, Argentina, Central America, Germany, Sweden, and Singapore to understand and learn more about Neurodiversity and Neurodivergent people and we have helped support organisations as diverse as The Rainforest Alliance and eBay to become Neurodiversity Confident Employers.

At Advance: The Disability Consultants we work with organisations ranging from FTSE 100 and NASDAQ 500 companies to SMEs and public sector organisations. To help make them Neurodiversity Confident employers. It doesn't matter where you are in the world, we work with you to help give you the skills, confidence, and knowledge to become a world-leading Neurodiversity Confident Employer in your industry. Can you really afford to miss out on the next Steve Jobs or Bill Gates in your industry?

How it works.

At Advance: The Disability Consultants we believe that a Neurodiversity Friendly workplace allows Neurodivergent Employees the opportunity to maximise and fulfil their potential in a supportive and inclusive environment. As a Neurodiversity consultancy firm our Neurodiversity partnership programmes are uniquely tailored to your organisational requirements. This can vary from the creation of a Neurodiversity Employee Resource Group to delivering a successful Neurodiversity at work programme for your organisation. As a Neurodiversity consultancy provider, we offer the following services relating to Neurodiversity in the workplace:

- Help with workplace surveys and audits to identify how to support Neurodivergent talent in your organisation.
- Support with the entire employee lifecycle process from job applications through to successful employment for Neurodivergent individuals.
- Support with the development and implementation of best practices for changing policies and procedures in your organisation so that they are Neuroinclusive.
- Supporting with the creation of Neurodiversity Employee Resource Groups and Networks in your organisation to create psychologically safe working environments for all your Neurodivergent employees.
- Support with your performance management strategy and training for all line managers and c-suite executives on how to successfully support Neurodivergent employees in your organisation.
- Support with developing playbooks and practical resource guides for Line Managers & Leaders HR & Recruitment teams on how to effectively support Neurodivergent employees in the workplace.
- Creation of an organisational charter on Neurodiversity which we work with you on to embed into your organisational culture and values.
- Support with the creation of a Neurodiversity at work programme to drive Neurodivergent talent into your organisation.

How it benefits your organisation

- Creation of Neuroinclusive processes and policies that benefit all employees in your organisation.
- Playbooks and resource guides which give managers, HR & Recruitment Professionals practical guidance and advice on Neurodiversity and how to effectively understand and support Neurodivergent employees in the workplace.
- Creation of a Neuroinclusive employee lifecycle process from job application right through to successful employment in your organisation. Which benefits all employees regardless of whether they are Neurodivergent or Neurotypical.
- Implementation of an organisational charter outlining your organisation's commitment to Neurodiversity which creates good governance and a clear strategy in ensuring that Neurodiversity becomes the culturally embedded norm in your workplace.

- Creation of a Neuroinclusive performance management process ensures that more Neurodivergent employees can have successful careers and promotion opportunities in your organisation.
- Workplace audits and surveys helps your organisation understand what support and requirements the Neurodivergent population in your organisation need as well as being a useful tool for how your organisation measures success in the Neurodiversity space.
- A Neurodiversity at Work Programme where recruitment teams and hiring managers source Neurodivergent talent for specialist and hard to fit roles in your organisation.
- Neurodiversity Employee Resource Groups where employees from across your organisation regardless of being Neurodivergent or not can be organisational allies for the Neurodivergent community.

General Information

All of our training sessions as much as possible are uniquely tailored to your organisational requirements as much as is feasibly possible. (Please note) that for further information on any of the courses that we offer email oliver@advancethedisabilityconsultants.co.uk and we can send individual course guides to you. We typically recommend that for any of our Neurodiversity Workshops that you have the appropriate tech in place in order for the training sessions to happen. This will usually be on Microsoft Team, Zoom, Cisco Webex or Google meet. Additionally, as part of our workshops we can offer signers and translators particularly if English is not the traditionally spoken language in your organisation.

Pricing

Training Sessions 1hr	£400
	€472
	\$506
Half Day Workshops 3hr Sessions	£450
	€531
	\$570
Full Day Workshops AM and PM Session 3hr Sessions	£500
	€590
	\$633

Projects/Consultancy Day Rate	£600
	€708
	\$760