

Driving the Digital Age



The Rise and Rise of Neurodiverse Talent in the Workplace

Today, we present how if we drive the digital age by empowering it with new employees who are autistic, we can provide employment, careers and life changing opportunities; we will show how early interventions can lead to lifelong opportunities for all, particularly those focused with skills in IT.

There is a huge un-tapped potential in the 700,000+ people in the UK who are on the autism spectrum.

Only 16 per cent of autistic adults are estimated to be in full-time paid work, according to the National Autistic Society. Yet Steve Silberman, author of 'NeuroTribes: The Legacy of Autism and the Future of Neurodiversity', says that many, if given the right help, could find employment and develop successful careers.

It's time to match this potential talent to jobs and employment opportunities where characteristics such as attention to detail, adherence to patterns, the ability to repeat tasks and loyalty are prized; our digital age has created both an ideal workplace and can now offer jobs in IT and other industries or sectors for this potentially highly-talented group.

In the UK forward-looking companies such as Auticon, Microsoft, Procter & Gamble, Deutsche Bank Harry Spectres Chocolates and Specialisterne have seen and are acting on the great potential offered by autistic workers; there are growing opportunities for employment – but this can be best driven by early-years provision of services, support and financing that are at presently woeful in the school system and as they reach adulthood it often becomes non-existent.

A number of organisations have partnered with us putting on this event including: Auticon, The Chairman's Network and the British Computer Society Young Professionals Group. The Institute of Directors are advocating their positive support for both this event and autistic people in the workplace.

We're on the road to making a difference - we're calling on you all to help make that difference and to empower the digital age with IT skilled people who are more capable because they're on the spectrum and in our sights.

Programme

- 13:00 - 13:30 Registration and Networking. Refreshments will be served
- 13:30 - 13:35 Scene setting (Alex Cairns) – 5 mins
- 13:35 - 13:45 Challenging modern employment practices: Diversity in the digital age
- 13:45 - 14:20 Ray Coyle, Auticon CEO: Delivering promise for the digital age
- 14:20 - 14:55 Arran Linton-Smith, Autism Employment Advocate
- 14:55 - 15:30 Annelise Thornton, Regional HR Director - Europe, FieldCore: Diversity driven from the top
- 15:30 - 16:00 Fireside Chat: "Is Autism a disability?" John Collins in discussion with Arran Linton-Smith
- 16:00 - 16:05 Reena Dayal: IoD support for this event and autistic people in business
- 16:05 - 17:15 Occupational Therapies making a difference in early years education:
Alison Cairns: Specialist Neurodiversity Paediatrics Occupational Therapist
Diana Pierags: Clinical Specialist Paediatric Occupational Therapist, Lewisham and Greenwich NHS Trust
Hester Velthuis: Senior Researcher, King's College London: Neurodevelopmental disorders and their treatment
Gráinne Yeatman: Paediatric Speech and Language Therapist
- 17:15 - 17:35 Success in early intervention: Dominic Cairns - on the ASD spectrum describes how he has benefitted from early years intervention and how this has helped him become a university student
- 17:35 - 18:00 Speakers' Panel: So, what next? Chair: Alex Cairns
- 18:00 - 18:10 Call to action: how we'll move forwards?
- 18:10 - 20:00 Networking drinks and nibbles

About our speakers and presenters:

Ray Coyle: CEO, Auticon

A seasoned businessman who joined Auticon in 2016 to grow the Business across Europe and develop a global footprint. He has 150 staff across Europe, of whom all 120 consultants are on the Autistic Spectrum delivering complex consulting assignments primarily into FTSE 250 businesses.

Ray will present the CEO keynote this afternoon.

Annelise Thornton: Region HR Director – Europe, FieldCore

Annelise is an experienced HR professional who actively manages 'diversity' across businesses in all its forms. She actively encourages business to recognise the opportunity professionals on the Spectrum can bring to complementary winning teams.

Annelise will present HR stakeholder keynote this afternoon and demonstrate why diversity policy can only work when driven from the top of businesses.

Arran Linton-Smith: Autism Employment Advocate, The National Autistic Society, NAS National Forum Member and Guinness World Record Holder

Arran has experienced the most varied career of all our speakers. He always knew he was 'different' but he only received his autistic diagnosis in 2012. He is now a successful senior consultant with Interserve Construction and has appeared on radio, television, in the media and spoken in the House of Parliament for the National Autistic Society of which he is a National Forum member, championing the opportunities which autistic people bring to business. Arran is frequently asked to speak at major events such as the Autism Professionals Conference in March this year.

Dominic Cairns: Student and early-interventions success story

Dominic is the son of Alex and Alison, who is himself on the Autistic Spectrum. He volunteered to present his own story and the benefits of early intervention with his diagnosis which has

enabled him to achieve academically and mature socially. Dominic is currently a student at the University of Winchester.

Alison Cairns: Specialist Neurodiversity Paediatrics Occupational Therapist

Alison has been an Occupational Therapist her entire career, specialising in paediatrics for the last 20 years. She left the NHS in 2013 to start Ace Children's OT enabling her to focus on both assessment and treatment of children with: ASD, Dyspraxia and Sensory Integration difficulties, also congenital disorders such as Downs. She is also an accredited tutor for Hampshire County Council Education, Hampshire's teaching school alliance and has delivered training across the South of England for other organisations. Since Alex joined the Practice full time in 2017, it has grown sufficiently enabling her to take more high-profile training events.

Alison, Diana and Hester will jointly present the clinical keynote this afternoon.

Diana Pierags: Clinical Specialist Paediatric Occupational Therapist, Lewisham and Greenwich NHS Trust

Diana specialised in paediatrics during her BSc Honours degree and consequent Masters in advancing practice in Occupational Therapy. She currently divides her time between the NHS and Ace Children's OT. Diana is an advanced practitioner in sensory integration and specialises in working with children with ASD and regulation difficulties as well as using the SCERTS framework for children with ASD, their families and educational settings. She joins Alison presenting training courses and was also a keynote speaker for the NHS at the Occupational Therapy Show, NEC in 2017 and spoke at the Royal College of Occupational Therapy annual conference in 2016.

Hester Velthius: Senior Researcher, King's College London: Neurodevelopmental disorders and their treatment

Hester is active as a medical doctor and researcher in Neurodevelopmental Disorders (such as Autism Spectrum Disorders and Attention Deficit and Hyperactivity Disorders) at King's College London and the Maudsley Hospital. She is currently running a research study on the brain's neurotransmitter balance of its main excitatory and inhibitory neurotransmitter, using Magnetic Resonance Imaging (MRI) and electroencephalography (EEG).

Gráinne Yeatman: Paediatric Speech and Language Therapist

Gráinne is a Speech and Language Therapist (Bsc Hons) with 17 years experience. In her role as an independent Therapist and employment with Hampshire County Council, she supports students with Autistic spectrum conditions and complex speech, language and communication needs, covering early years to college students.

As well as working directly with students, Gráinne specialises in providing training and support to the team around the student, focusing on developing functional communication skills and managing anxiety, behaviour and sensory challenges.

Gráinne is experienced in problem solving and crisis management looking at not only her client but also their environment and those that support them. She enables the implementation of strategies and coping skills.

Gráinne's positive and entertaining approach engages her students and training delegates.

Reena Dayal: IoD, Central London Branch

Reena Dayal is a Committee Member of the Institute of Directors, Central London Branch; an Author, Executive Coach, Mentor and Trainer to senior Business Leaders and Entrepreneurs. She will be speaking on behalf of IoD on the importance and opportunity for business leaders to see Autistic talent in a different light. To effectively hire, engage and retain this un-tapped potential with a view to building stronger businesses and a stronger UK economy.

Alex Cairns: CEO, Ace Children's Occupational Therapy

Formerly a global IT executive, Alex took a career break after a number of board-level interim roles and decided to join Ace Children's OT full time to grow the Practice, enabling treatment of more children and creating events such as the one you are attending today.

Alex will host the event this afternoon, ensuring continuity between each of our speakers and audience participation.

Dr John Collins: Disruptive Technologist at Innovation Foundry & Chair, Real Time Club

John is Commercial Director of the UK National Centre for commercialising Engineering Biology based at Imperial College London, SynbiCITE (www.synbicite.com). SynbiCITE is tasked with growing industry based on using the engineering of biology to 'do useful things and make useful stuff to heal us, feed us and fuels us'. John helps turn 'upstarts into start-ups and start-ups to become grown ups' through business incubation and acceleration programmes designed specifically for SynbiCITE.

Prior to this John has had a varied portfolio career including R&D, product development, technical sales, business development, international development for a trade association, innovation and digital creativity growth and in educational services. Throughout his careers John has run his own 'Disruptive Technologies and Innovations Management' consultancy – Innovation Foundry Ltd. – and continues to work with a diverse spread of technologies.

John will open this afternoon's proceedings and also interview Arran Linton-Smith at our 'fireside chat' this afternoon.



Dietary Requirements: Please contact the organiser with any specific dietary requirements at least 5 days before the event.

Refund Policy: Refunds are only made at the discretion of the organiser and where agreed will be made by cheque to the buyer within 3 days of the request being confirmed by the organiser. The ticket buyer shall request a refund directly from the event organiser by email to secretary@realtimeclub.co.uk under the following terms:

Refund requested up to 14 clear days before the day the event is due to take place: refund due 100% of total ticket cost minus a £2.50 administration fee. Refund requested between 14 and 7 clear days before the day the event is due to take place: 75% of total ticket cost minus a £2.50 administration fee. Refund requested between 7 and 2 clear days before the day the event is due to take place: 50% of total ticket cost minus a £2.50 administration fee. Refunds will be made for requests made after that date at the discretion of the Real Time Club Treasurer.