



EMBRACING NEURODIVERSITY

A Business Case for Neurodiversity in the Workplace



About Trainingphase

Trainingphase provides consulting services to assist organizations in an effort to improve their talent management process. This will allow companies to attract and increase tenure of current and prospective neurodivergent employees.

"People on the autism spectrum have never had a voice – but now they do."

– Cheryl Dissanayake



About Yulanda Harris, Ed.D, CNP



- With a career of more than 30 years in training & development,
- Dr. Harris is passionate about using her groundbreaking methodology for the business case for Neurodiversity.
- She holds a Doctor of Education degree, specializing in Educational Leadership and Management; MBA – Human Resource Management; as well as a Certified Neurodiversity Professional. She is currently an Adjunct Professor in Human Resource Management and a Skillpath Certified Trainer.
- She is a self-advocate – Aspergers (Autism Spectrum Disorder).

"[So-called] Mild autism doesn't mean one experiences autism mildly...It means YOU experience their autism mildly. You may not know how hard they've had to work to get to the level they are."

– Adam Walton



The Business Case for Neurodiversity

- According to the Autism Society of America, there is an estimate of 1.5 million individuals with Autism Spectrum Disorders (ASD) who live in the United States.
- A Drexel University study, reveals 58% of young adults with autism are unemployed.
- This can lead to isolation, financial insecurity and socioeconomic dependence on family, government and community-based organizations.
- Common problems employees with ASD experience in workplace are difficulty communicating with others, struggles with social interaction and so much more.
- Over the next ten years there will be more than 700,000 adults on the spectrum who will need employment.
- A child on the autism spectrum, will one day become an adult on the autism spectrum.
- It's time to have a conversation about Neurodiversity in the workplace!

“Although people with autism look like other people physically, we are in fact very different . . .

– Naoki Higashida



Our Lunch & Learn Session Discussions Include:

- What is Neurodiversity?
- What Neurodiversity is not
- What does it mean to be neurodivergent?
- Why employers may fail to recognize the advantages of hiring candidates who are diagnosed with autism
- What the workplace needs to know about Neurodiversity
- Why older adults with autism are literally *“hiding in plain sight”*
- How to become a neurodivergent ally

“If you’ve met one person with autism, you’ve met one person with autism.”

– Dr. Stephen Shore



Benefits of Hosting a Neurodiversity Training Workshop

Our training focuses on the following key areas of understanding the business case for Neurodiversity:

- How to build empathy across corporate culture
- Eliminating myths and stereotypes
- Inclusive hiring tips
- How to build a supportive network amongst colleagues.

We do all this by creating a safe space for open dialogue. It is important that all attendees feel that the environment is for everyone to gain an understanding that employees on the autism spectrum can think in unique ways and provide innovative solutions other employees may not think of. There may be a difference, but with knowledge and compassion, the struggle of a neurodivergent can be lessened because; we all know someone on the autism spectrum but may not recognize it.



“Panel interviews for candidates with autism are not only challenging, it’s exhausting and painful!”

– Yulanda Harris, Ed.D, CNP



Learning Outcomes


Unfortunately, autism remains an uncomfortable topic creating a wall of silence around the condition. This can be detrimental in our society, but more importantly to those with autism. It is our thought, that we should start in the workplace. We can make a difference from those who may not understand, and those that experience the misfortunes of what it is to be different and know that it is okay.

Trainingphase will provide your company with a toolbox of resources to help you recognize constructive attributes commonly associated with neurodivergent employees so you can create an initiative that includes ongoing dialog about neurodiversity in the workplace!

“Autism makes you listen louder. It makes you pay attention on an emotional level as well as an intellectual level.”

— Jace King





Educate yourself. Educate your team.
Start by scheduling a Lunch and Learn or Training Workshop today!