

| Adjust |

# Start your neurodiversity conversation

Training & Consultancy Services



# Welcome



Daniel founded Adjust in 2016 to raise awareness of Neurodiversity in the workplace by helping organisations start their neurodiversity conversation through clear, positive and practical training and consultancy.

Adjust has worked with many high-profile organisations including, The CIPD, EY, Next, Clifford Chance, Kelloggs, Unilever, Vodafone, Mercedes and The Met office.

Prior to setting up Adjust Daniel had worked within Neurodiversity in a workplace context for over 15 years. Spending a considerable amount of that time in the National Autistic Society's' employment team where he managed the Employment Training.

Daniel is author of the book "The Pocket Guide to Neurodiversity"

*Daniel Aherne*

**Daniel Aherne**

Founder and CEO of Adjust

# Contents

|   |    |
|---|----|
| About                                     | 4  |
| Start Your Neurodiversity Conversation!   | 5  |
| Neurodiversity Understood Lunch and Learn | 6  |
| Manager Services                          | 7  |
| Managers Training: Bitesize               | 8  |
| Managers Workshop                         | 9  |
| Manager Coaching                          | 10 |
| Recruiter Services                        | 11 |
| Recruiters Training: Bitesize             | 12 |
| Recruiters Workshop                       | 13 |
| HR Services                               | 14 |
| HR Workshop                               | 15 |
| HR Clinic                                 | 16 |
| The Pocket Guide to Neurodiversity        | 17 |
| Contact                                   | 18 |

# About

We raise the profile of Neurodiversity across your organisation.

Our mission is to promote neurodiversity in every workplace.

We offer training and consultancy to foster a positive understanding of neurotypes such as ADHD, Autism, Dyslexia, and Dyspraxia.

Our team has specialist knowledge, experience and qualifications in many key areas including Neurodiversity, Disability, Occupational Psychology, HR, Learning & Development and Diversity & Inclusion.

We have helped numerous companies start the neurodiversity conversation in their workplaces.



Start your neurodiversity conversation for all employees with our...



## Lunch and Learn

1 hour / unlimited participants

“

*A fantastic lunch and learn session for our staff at the Natural History Museum. The session was extremely thought provoking and challenged the way we look at neurodiversity in society and how we can do better as an organisation and as people.*

”

**Beth Wright**

Learning and development advisor  
The Natural History Museum



# Neurodiversity Understood: Lunch and Learn

## About

Are you familiar with the term "Neurodiversity"? Would you like to delve deeper into this concept? Our engaging session aims to start the conversation on neurodiversity in your workplace.

By focusing on diverse thinking styles, such as dyslexia, autism, and ADHD, we aim to offer you a clear and practical understanding of neurodiversity.

## Key Features of the Session

- Suitable for all employees.
- Unlimited participants can join.
- Option for both virtual or face-to-face delivery.
- Electronic copies of the presentation slides will be provided.

## Alternative Options

- Tailored sessions exclusively on autism, dyslexia, or ADHD are available upon request.

## Session Objectives

- Develop an introductory understanding of neurodiversity.
- Learn to recognise and appreciate the strengths that come with thinking differently.
- Challenge stereotypes and debunk myths surrounding neurodiversity.
- Explore practical steps your organisation can take to foster a neuro-inclusive environment.



# Manager Services

We offer a range of manager services from virtual bitesize training options for large groups to specialised one-to-one coaching for managers overseeing neurodivergent employees.

Our comprehensive manager services encompass half-day or two-hour workshops.

Our services focus on exploring the unique strengths that neurodivergent employees can bring to the workplace.

We delve into strategies for retaining and nurturing neurodivergent talent within your organisation, highlighting the importance of making necessary adjustments to unlock their full potential.

“

*The sessions were interactive, entertaining, and kept the audience fully engaged throughout. Feedback from participants was amazing; one manager said that she had learned more in 3.5 hours than at any other training session – ever!*

”

**Jilly Abbott**

Human Resources Business Partner,  
Treatt



# Managers Training: Bitesize

## About

In this presenter-led session for managers, we will explore the unique strengths of neurodivergent employees, discuss challenges neurodivergent employees may face, and provide insights on implementing necessary adjustments to unlock their full potential.

This session is only offered online and lasts for 90 minutes, making it easy to fit into your schedule. There is no participant limit, so feel free to invite your entire team. Additionally, electronic copies of the presentation slides will be provided for your reference.

After the session, you will receive a factsheet specifically designed for managers. This factsheet will summarise the key points discussed during the session, ensuring you have a handy resource to refer back to whenever needed.

## Session objectives

- Develop a clear understanding of neurodiversity within a workplace context.
- Recognise and appreciate the unique strengths that neurodivergent employees bring to a team.
- Gain insight into the challenges that neurodivergent employees may face.
- Build confidence in effectively managing and supporting neurodivergent employees.
- Learn practical management strategies, including raising awareness and fostering inclusivity.



# Managers Workshop

## About

In this engaging and interactive workshop for Managers, we will delve into the strengths of neurodivergent employees, discuss potential challenges, and explore practical adjustments for neurodivergent employees.

This workshop for managers spans either two hours or a half day, allowing for a deeper exploration of the topic and extensive interaction among participants. It is designed to foster meaningful discussions and provide opportunities for sharing experiences and insights.

To encourage active participation and experiential learning these workshops are for up to 20 participants. This workshop will include breakout sessions, group exercises, and facilitated discussions. Our aim is to ensure that each participant gains valuable insights and leaves with practical takeaways.

After the session, you will receive a factsheet specifically designed for managers. This factsheet will summarise the key points discussed during the session, ensuring you have a handy resource to refer back to whenever needed.

## Session objectives

- Develop a clear understanding of neurodiversity within a workplace context.
- Recognise and appreciate the unique strengths that neurodivergent employees bring to a team.
- Gain insight into the challenges that neurodivergent employees may face.
- Build confidence in effectively managing and supporting neurodivergent employees.
- Learn practical management strategies, including raising awareness and fostering inclusivity.



# Manager Coaching

## About

Our one-to-one manager coaching sessions focus on supporting your managers to effectively manage neurodivergent employees.

In these personalised sessions, we will explore the strengths of neurodivergent employees, discuss effective retention strategies, and provide practical insights to help you unlock their full potential as a manager.

The coaching sessions provides a safe and confidential space for you to explore your specific challenges and opportunities as a manager in supporting neurodivergent employees. Giving managers the knowledge and skills to create an inclusive and thriving work environment for all individuals, including those who are neurodivergent.

## During the coaching session, managers will gain

- In-depth insights into neurodiversity in the context of your managerial role.
- Recognition and appreciation of the unique strengths that neurodivergent employees bring to teams under your supervision.
- Strategies to effectively support and manage neurodivergent employees, including addressing potential challenges they may face.
- Practical guidance on implementing necessary adjustments.



# Recruiter Services

Our recruiter services cater to a wide range of needs, offering solutions that adapt to different requirements. Whether you need virtual bitesize training for large groups or personalised recruitment clinics to explore tailored options.

Our comprehensive options include half-day or two-hour workshops, all designed to help organisations attract and hire neurodivergent candidates effectively.

“

*The presentation was extremely useful and engaging for both our graduate and lateral hiring teams, particularly the focus on the differing skills profiles and strengths of neurodivergent people. The presentation was interactive, and I felt like everyone in the team came away with a much greater understanding of neurodiversity and why it's important to champion this in the workplace.*

”

**Olivia Ponton**  
Graduate Recruitment Manager  
Herbert Smith Freehills



# Recruiters: Bitesize

## About

In this concise and focused presenter-led session, created for recruiters, participants will gain an introductory understanding of neurodiversity and its relevance in the workplace.

We will explore the challenges that neurodivergent applicants may encounter during your organisation's recruitment process. We will explore adjustments that can be implemented to remove barriers in your recruitment process to ensure your organisation benefits from a range of diverse minds.

This convenient bitesize session is conducted online, lasting for 90 minutes, allowing you to easily incorporate it into your busy schedule. There's no participant limit, so you're welcome to invite your entire team to benefit from this informative session.

Electronic copies of the presentation slides will be provided for future reference and a factsheet for recruiters summarising the key points covered during the session.

## Session Objectives

- Develop an introductory understanding of neurodiversity within the context of recruitment and the workplace.
- Recognise the strengths that neurodivergent employees can bring to the workplace.
- Identify the barriers that neurodivergent individuals may encounter during the recruitment process.
- Learn how to adapt your recruitment procedures to attract neurodivergent untapped talent.
- Enhance your confidence in effectively communicating with neurodivergent applicants and implementing necessary adjustments.



# Recruiters: Workshop

## About

In this engaging and interactive workshop for Recruiters, we will discuss the strengths of neurodivergent employees, discuss potential barriers in your recruitment process, and explore practical adjustments to your recruitment process for neurodivergent employees.

This workshop for Recruiters spans either two hours or a half day, allowing for a deeper exploration of the topic and extensive interaction among participants. It is designed to foster meaningful discussions and provide opportunities for sharing experiences and insights. To encourage active participation and experiential learning these workshops are for up to 20 participants. This workshop will include breakout sessions, group exercises, and facilitated discussions. Our aim is to ensure that each participant gains valuable insights and leaves with practical takeaways.

After the session, you will receive an electronic copy of both the slides and a factsheet specifically designed for Recruiters. This factsheet will summarise the key points discussed during the session, ensuring you have a handy resource to refer back to whenever needed.

## Session Objectives

- Develop an introductory understanding of neurodiversity within the context of recruitment and the workplace.
- Recognise the strengths that neurodivergent employees can bring to the workplace.
- Identify barriers that neurodivergent individuals may encounter during a recruitment process.
- Learn how to adapt your recruitment procedures to attract neurodivergent untapped talent.
- Enhance your confidence in effectively communicating with neurodivergent applicants and implementing necessary adjustments.



# HR Services

Our HR services encompass a range of offerings, including HR clinics and workshops available in two-hour or half-day formats.

Our primary objective is to equip HR professionals with the essential knowledge and skills required to effectively attract, hire, onboard, and retain neurodivergent employees.

Additionally, we firmly believe that HR professionals should possess the expertise to support managers within their organisation in addressing this topic effectively.

“

*Great summary of key HR issues and relevant case studies. I liked the emphasis on the benefits neurodiversity – seeing neurodiversity as a business benefit rather than something difficult. It was useful discussing how we are all responsible for embracing neurodiversity and how we need to look at doing things differently.*

”

**Fiona McPhail**

Equality, Diversity and Inclusion Lead  
Met Office



# HR Workshop

## About

In this engaging and interactive workshop for HR professionals, we will discuss the strengths of neurodivergent employees, explore successful strategies for recruiting, onboarding, retaining, and developing neurodivergent talent. Additionally, this workshop will delve into practical ways to support managers in your organisation in understanding and embracing neurodiversity.

This workshop can be tailored to span either two hours or a half-day, allowing for a comprehensive exploration of the topic and fostering extensive interaction among participants. To encourage active participation, these workshops are limited to a maximum of 20 participants. The sessions will incorporate breakout sessions, group exercises, and facilitated discussions, ensuring a dynamic and engaging learning environment.

Following the workshop session, you will receive an electronic copy of the presentation slides and factsheets. These factsheets will summarise the key points discussed during the session, serving as a convenient resource for future reference whenever needed.

## Session Objectives

- Develop an understanding of neurodiversity within the workplace context.
- Recognise the strengths that neurodivergent employees can bring to the workplace.
- Identify and address the potential barriers that neurodivergent individuals may encounter throughout the employee life cycle.
- Learn practical strategies to support and accommodate the needs of neurodivergent employees effectively.
- Enhance your confidence in effectively communicating with managers on the topic of neurodiversity and fostering their understanding and support.

# HR Clinic

## About

At our HR clinics, our main objective is to assist you in developing a comprehensive plan to implement the knowledge you have gained through training or, if you are just starting your conversation around neurodiversity, we can help you strategise your approach to neurodiversity.

During our HR clinics, we can explore various topics to establish procedures that effectively support neurodivergent employees. This may include developing a communication plan that outlines the support available for neurodivergent individuals.

Additionally, we can provide guidance on raising awareness among colleagues and cultivating a positive culture that embraces diversity, with a specific focus on neurodiversity.

Furthermore, we can offer recommendations regarding the frequency of managers' training and provide insights and guidance for recruiters.

Our aim is to empower you with practical strategies and actionable steps that enable your organisation to wholeheartedly embrace neurodiversity. We understand the importance of translating knowledge into tangible actions that foster inclusivity and equality.

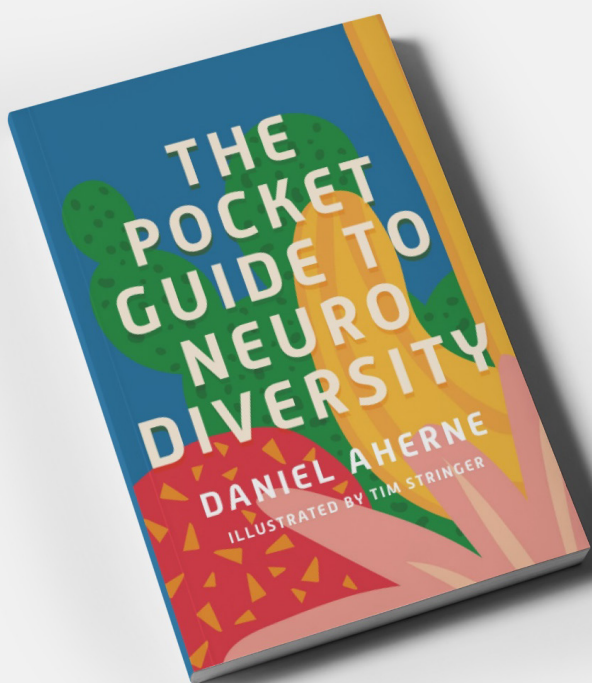


# Pocket guide

In this simple guide, expert speaker and trainer Daniel Aherne provides a clear introduction to neurodiversity and the four most common neurodivergent identities of autism, ADHD, dyslexia and dyspraxia.

Using an analogy of a cactus needing a desert to grow in, he emphasises the importance of getting the environment right for neurodivergent people, rather than expecting them to adapt to the neurotypical world.

Daniel, who himself has ADHD, also explains how neurodivergent people often have great strengths alongside areas of difficulty, and writes about the interplay between diagnoses, as well as unpacking tricky concepts such as working memory, sensory processing, communication differences and more.



The pocket guide  
to neurodiversity



<https://www.amazon.com/Pocket-Guide-Neurodiversity-Daniel-Aherne/dp/1839970146>

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# Neurodiversity Understood



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