



UMBRELLA

All Brains Welcome Neurodivergence in the Workplace

Workshops for Business Leaders and All Staff

At New Zealand Health Group, we provide a comprehensive suite of workplace wellbeing solutions designed to support the physical, mental, and emotional wellbeing of your employees. As a trusted partner, we offer tailored programmes that create safer, healthier, and more productive workplaces.

Empower Your Team with Neurodiversity Awareness

Neurodiversity refers to the broad range of neurological or brain differences among individuals. We can understand this functioning by thinking of a continuum where at one end we have people with neurotypical brains, that is, those whose brains and nervous systems tend to work in more common ways, and at the other end we have people with neurodivergent brains. The latter can present with quite unique brain differences. Best practice in any workplace, involves understanding the strengths and challenges of staff and this is particularly relevant to neurodivergence. By understanding and supporting these differences, businesses can unlock a wealth of untapped potential and diverse perspectives.

Neurodivergent Individuals are all different, but may identify with labels such as:

Autism

Employees may be detail-focused, prefer routines, and be sensitive to sensory stimuli, including noise or light. They may also have unique social communication styles.

ADHD

Employees might display high energy levels, can be easily distracted, or fluctuate between hyper-focus and periods of low engagement. They often excel in multi-tasking and innovative thinking.

Learning Differences

Employees may find certain tasks more challenging, such as reading, writing, or math. They may also exhibit behaviors that can be misunderstood, like avoidant actions or low self-esteem.

Why It Matters



6-8% of the global adult population is estimated to be neurodivergent.



Only **1 in 5** autistic individuals in New Zealand feel accepted by society.



Many neurodivergent employees **do not share** their support needs with employers.



Your business can benefit from recognising neurodiversity and supporting your neurodivergent employees with **tailored strategies** that help them thrive.





Workshops for Business Leaders and All Staff

Our Neurodivergence in the Workplace workshops provide business leaders and all staff with practical tools and strategies to create an inclusive environment where all employees can succeed. 2-hour leader's workshop and 90-minute workshop for all staff.

Workshop Topics Include

- Learn how to focus on the strengths and talents of neurodivergent and neurotypical team members to help them excel in the workplace.
- Learn how to communicate effectively within neurodiverse teams, respecting everyone's unique social needs.
- Understand the emotional signals you, or your team members, may show and how to offer and receive appropriate support.
- Explore how environmental adjustments (lighting, noise control, etc.) can enhance productivity.
- Discover how creating clear structures, schedules, and expectations can help some employees thrive.
- Understand different levels of supervision and how to get the support you need, or how to support your neurodivergent staff effectively.

What You Will Learn

Understanding Neurodiversity

Gain insights into how neurodivergent conditions like Autism, ADHD, and learning differences can manifest in the workplace.

The 6-S Support Plan

A practical framework to tailor your support to different neurodivergent needs, or better understand your own needs, in areas like communication, emotional support, sensory preferences, and structure.

For Leaders Supporting Neurodivergent Talent

Learn how to adapt leadership and team management practices to maximise the potential of all employees.

Creating an Inclusive Culture

Foster a culture that values diversity and promotes acceptance and understanding.

Why Choose Our Workshops?

Our workshops cover how discussing and understanding social and communication preferences, emotional support, environmental adjustments, sensory and structured support can help all staff. Furthermore, they can help to identify the strengths and talents of neurodivergent and neurotypical team members, so all have the opportunity to excel in the workplace.

All our experienced facilitators are clinical psychologists, who have a background in neurodivergence and can pivot training on the day to fit the unique needs of your group, whether you're just starting your neurodiversity journey or looking to refine existing skills. Our workshops have been developed alongside people with lived experience.

Book Your Workshop Today

Ready to create a more inclusive workplace that celebrates neurodiversity and maximises the strengths of all employees?

Contact us today to book a workshop for your leadership team and staff
www.umbrella.org.nz/contact

Empower your organisation to embrace neurodiversity, build a more inclusive culture, and unlock the potential of your entire team.

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