

EMPLOYER RESOURCES

*harnessing diversity of
thought for innovation*



NEURODIVERSITYHUB

INTRODUCTION

Intrapreneurship has the potential to provide neurodivergent employees with the best of both worlds: a flexible workplace where they can take the risks of an entrepreneur as well as a space to attain the structure and financial stability they need. Not to mention, having more diverse intrapreneurship teams often leads to more innovative ideas for an organisation to build or identify value.

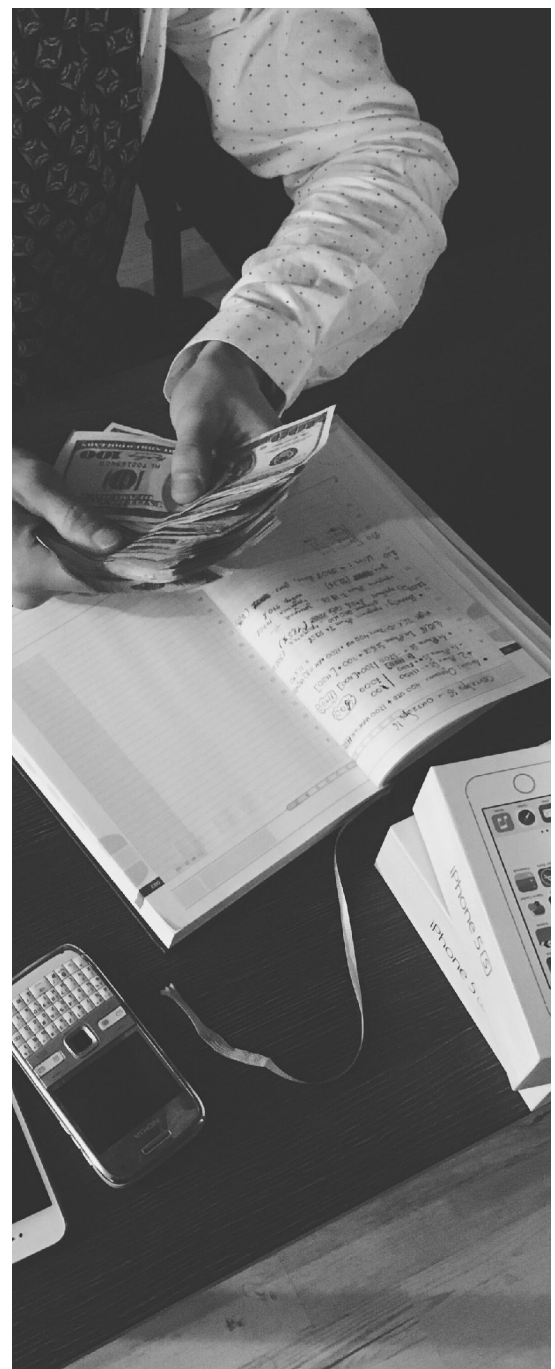
As such, we have curated these resources to help employers harness diversity of thought for innovation and intrapreneurship in their organisations.

Xialene Chang

INTERN

"While it's true that every company needs an entrepreneur to get it underway, healthy growth requires a smattering of intrapreneurs who drive new projects and explore new and unexpected directions for business"

—
Richard Branson



CREATIVE DIFFERENCES HANDBOOK

Universal Music



OVERVIEW

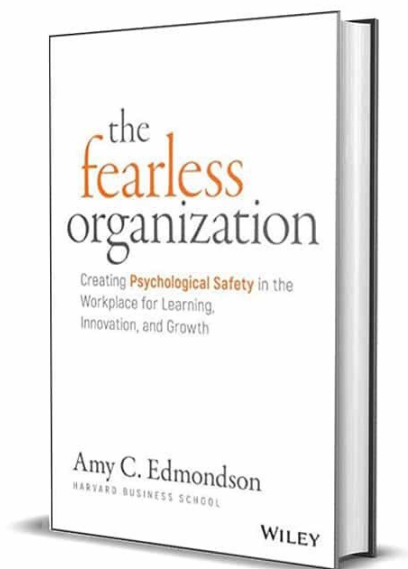
This [handbook](#) is on embracing neurodiversity in creative industries. Specifically, it explores the experiences of people with specific facets of neurodiversity such as ASD, ADHD, dyslexia, dyscalculia, dyspraxia and Tourette Syndrome. Click [here](#) to access an article about the booklet by HRM.

"Creative thinking requires a 'toolbox' of capabilities. A person's neurodiversity appears to affect the size and contents of that toolbox. Research shows that, for example, individuals with ADHD outperform others when thinking creatively. Autistic traits may put an individual at an advantage when generating ideas. They may not generate as many ideas, but the ideas they generate are truly novel, skipping the obvious and launching straight into the 'blue sky'"

—
Creative Differences Handbook pg. 14

PSYCHOLOGICAL SAFETY

Amy Edmonson



OVERVIEW

Amy Edmonson's book [The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth](#) details how companies can develop psychological safety, or the ability to show and employ one's self without fear of negative consequences of self-image, status or career. Psychological Safety is a crucial cultural foundation without which organisations are not able to fully embrace and enable diversity and inclusion to thrive. Edmonson is the Novartis Professor of Leadership at Harvard Business School and scholar of leadership, teaming, and organizational learning.

OTHER RESOURCES:

RESEARCH PAPER published by Administrative Science Quarterly

[Psychological Safety and Learning Behavior in Work Teams](#)

PODCAST INTERVIEW from the Harvard Business Review

[Creating Psychological Safety in the Workplace](#)

INTERVIEW from Harvard Business School

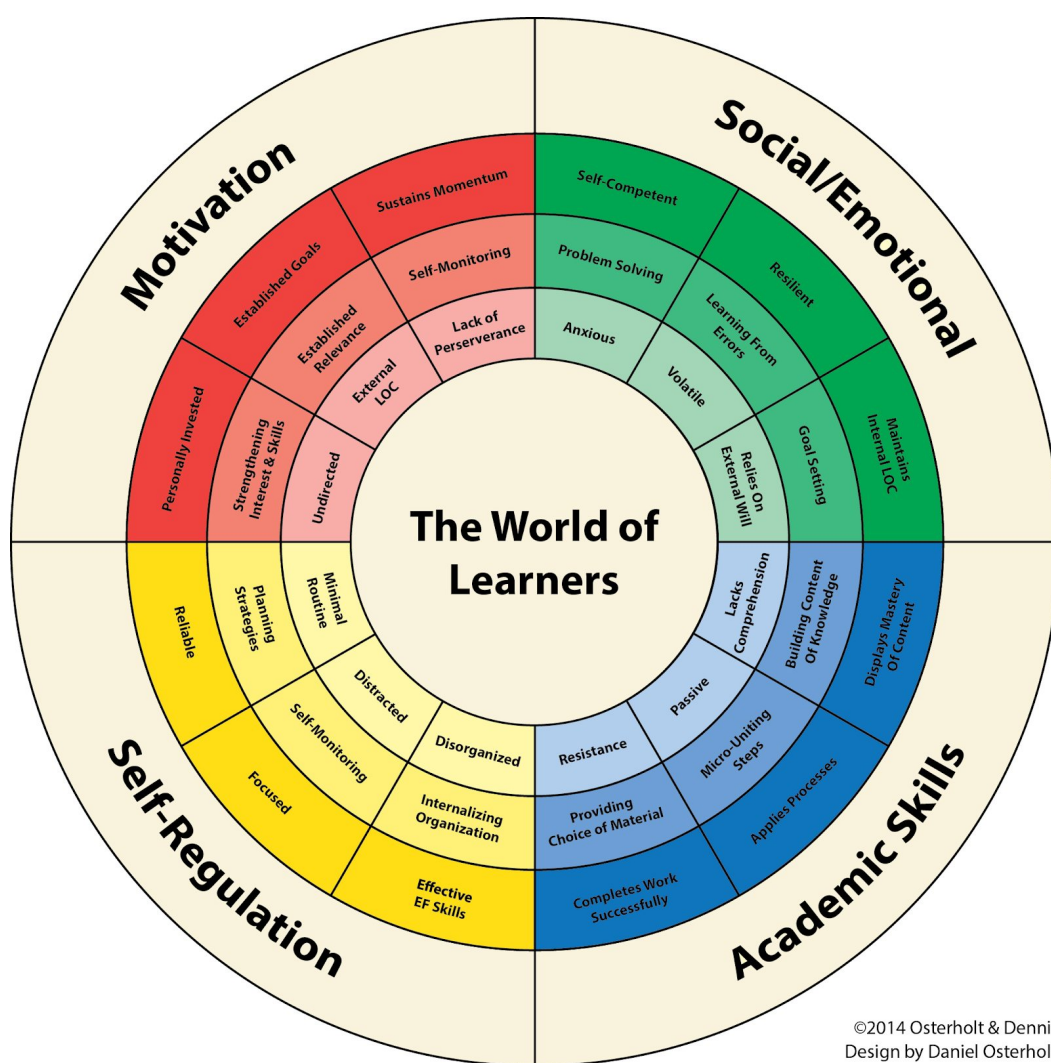
[How to Build a Fearless Organisation](#)

WORLD OF LEARNERS WHEEL

Landmark College

OVERVIEW

The World of Learners Wheel is a visual model which represents specific characteristics within four domains of learning: Motivation, Social/Emotional influences, Academic Skill Attainment, and Self-Regulation. This is an incredibly useful tool for building Executive Function (eg. time management, self-motivation, organization, and planning) and thinking awareness, which many neurodiverse individuals struggle with. It does this by allowing users to develop a more robust understanding of the interconnectedness of the influences of learning, and it also provides the necessary language and personal monitoring for both neurodiverse and neurotypical individuals to build autonomy and work toward self-advocacy.



OTHER RESOURCES:

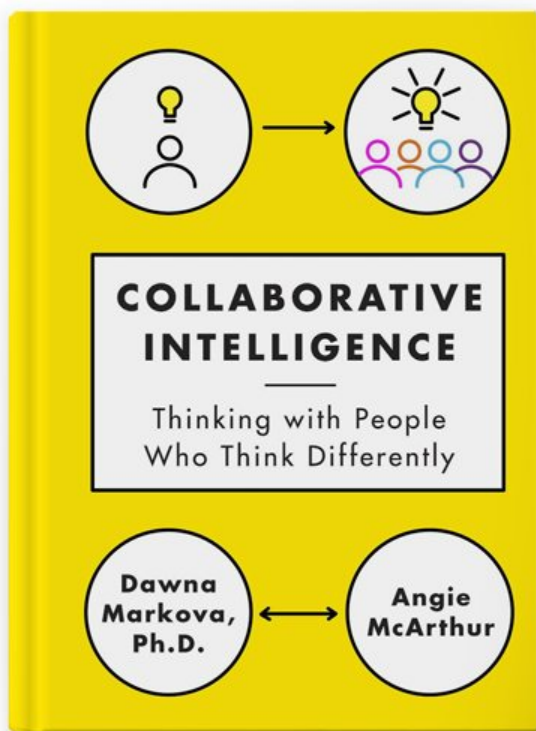
VIDEO explaining The World of Learners Wheel as well as its applications and implications. [The Four Domains of Learning](#).

WEBINAR from SimpleK12

[Learning Disabilities: Overcoming Barriers to Success with a Self-Advocacy Model](#)

COLLABORATIVE INTELLIGENCE (CQ)

Angie McArthur & Dawna Markova



OVERVIEW

Collaborative Intelligence is a measure of our ability to think with others on behalf of what matters to us all. This model was coined by Angie McArthur and Dawna Markova in their book [Collaborative Intelligence: Thinking with People Who Think Differently](#). Collaborative Intelligence is the culmination of more than fifty years of original research that draws on Dawna Markova's background in cognitive neuroscience and her most recent work, with Angie McArthur, as a "Professional Thinking Partner" to some of the world's top CEOs and creative professionals.

"managers who appreciate intellectual diversity will lead their teams to innovation; employees who understand it will thrive because they are in touch with their strengths; and an entire team who understands it will come together to do their best work in a symphony of collaboration, their individual strengths working in harmony like an orchestra or a high-performing sports team."

—
Collaborative Intelligence

When asked about their biggest challenges at work, Markova and McArthur's clients all cite a common problem: other people. This response reflects the way we have been taught to focus on the gulfs between us rather than valuing our intellectual diversity—that is, the ways in which each of us is uniquely gifted, how we process information and frame questions, what kind of things deplete us, and what engages and inspires us. Through a series of practices and strategies, the authors teach us how to recognize our own mind patterns and map the talents of our teams, with the goal of embarking together on an aligned course of action and influence.

THINKING TALENTS MAP

A Thinking Talents Map helps individuals to place their top Thinking Talents chosen from a pool of 34 different options into one of four categories: Analytic, Innovative, Procedural, Relational. When individuals in a team share their mind patterns and map their Thinking Talents, what emerges is the development of a common language, a universal way of relating to each other, and communications gamecard.



OTHER RESOURCES:

LECTURE presented by Microsoft Research

[Collaborative Intelligence: Thinking With People Who Think Differently](#)

BOOK EXCERPT

[Uncovering Your Thinking Talents](#)

TUCKMAN'S TEAM DEVELOPMENT MODEL

Bruce W. Tuckman



"Each stage of team development has its own recognisable feelings and behaviours; understanding why things are happening in certain ways on your team can be an important part of the self-evaluation process."

—
Stein, 2019

OVERVIEW

Teams go through stages of development. The most commonly used framework for a team's stages of development, Forming, Storming, Norming and Performing, was developed in the mid-1960s by Bruce W. Tuckman.

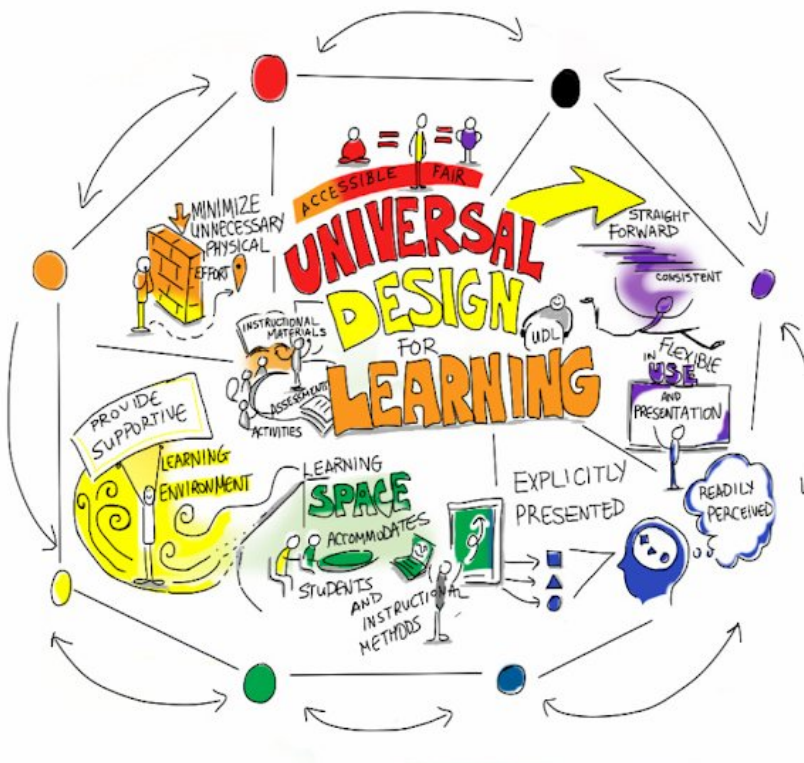
"The four stages are a helpful framework for recognizing a team's behavioral patterns ... just as human development is not always linear, team development is not always a linear process. Having a way to identify and understand causes for changes in the team behaviors can help the team maximize its process and its productivity" (Stein, 2019).

OTHER RESOURCES:

INFO SHEET from MIT HR
[Using the Stages of Team Development](#)

UNIVERSAL DESIGN FOR LEARNING

Anne Meyer & David Rose



OVERVIEW

The Universal design for learning (UDL) is a framework to improve and optimise teaching and learning for all people based on scientific insights into how humans learn. UDL empowers people to learn in their preferred manner and allows them to demonstrate their capability and potential in a form that is most effective for them. It doesn't require employers to accommodate needs on the basis of having identified a disability but instead understands that a breadth of ways of interacting provides the greatest foundation to accommodate diversity. This design was coined by Anne Meyer and David Rose in their book Universal Design for Learning: Theory and Practice, an authoritative learning resource for the UDL field.

OTHER RESOURCES:

INSTRUCTION VIDEO from CAST
[UDL At A Glance](#)

GUIDELINES from CAST
[The UDL Guidelines](#)

UPTIMIZE

Neurodiversity Training Solutions



OVERVIEW

Uptimize provides on-demand, scalable training resources developed with global neurodiversity thought leaders, universities, focus groups and leading employers.

Uptimize was founded in 2016 to help employers attract, hire and retain talent from across the full human spectrum of thinking styles. Their training solutions help their clients to build more inclusive, more effective, and more innovative teams – and drive maximum value from their human capital.

SOLUTIONS:

ENTERPRISE NEURODIVERSITY PROGRAMS

Awareness training, role specific training, on demand resources and consultancy

HIRING SUPPORT PROGRAM

Role-specific training to equip all staff involved in neurodiversity hiring initiatives

BE YOUR BEST ACADEMY



RELEVANT COURSES:

NEURODIVERSITY: A MINI COURSE FOR EMPLOYERS

employers explore disclosure at work, understand ableism and stigma. Learn how to manage and motivate your neurodiverse team, Successful onboarding and retention, Good hiring practices, How to be profitable and ethical and lots more.

OVERVIEW

Be Your Best Academy provides an educational curriculum to support life skills and work-ready skills learning within neurodiverse populations in their transition to study and transition to work. The materials are evidence-based, researched topics with therapeutic aims for engaged learning. Life skills programs and courses are essential to the well-being and positive quality of life for neurodiverse populations. Alas, most of the courses out in the world are not written, researched or curated by neurodiverse people. As such, a lot of the skills and strategies offered utilise a "disorder" and "needing to fix yourself" sort of dialogue. All the materials on Be Your Best Academy are created by neurodiverse people, who are paid for the work they do. They embrace advocacy and are proud to be contributors in this curriculum.

S23M



OVERVIEW

S23M is an inclusive, non-hierarchical organisation operated by neurodivergent people that provides a safe and nurturing environment for divergent thinking, creativity, exploration, and collaborative niche construction. S23M advisors accelerate innovation and stimulate ethical change in organisations by bridging silos of domain expertise and by surfacing new insights. For more information about their work on [Organising For Neurodiverse Collaboration](#), their [Operating Model and Backbone](#), and the [NeurodiVentures](#) arm, please click on the relevant links.

RELEVANT SERVICES:

CREATIVE COLLABORATION

a subscription service that assists [organisations](#) to unlock creativity and to establish and maintain psychological safety on an ongoing basis. It consists of three elements:

1. **Multisolving** – four or more [Open Space](#) workshops per year to power a continuous SECI (socialisation, externalisation, combination, internalisation) knowledge creation spiral in a distributed team environment that breaks through the barriers of established disciplines, management structures, and physical distance.
2. **Neurodiversity** – access to neurodivergent facilitators and to the creativity of neurodivergent people within your organisation, to question implicit assumptions and to overcome cultural inertia and bias against creativity.
3. **Thinking tools** – access to the [MODA+MODE](#) repository of knowledge, and access to collective tacit knowledge from working with more than 100 organisations, as a foundation for critical thinking and creative experimentation.

THE ETHICS LAB

a transformational programme that begins with executive education to help align an organisation's values with all stakeholders, and helps develop a creative culture that enables the organisation to build its own positive momentum. Courses include:

- **Ethical Value Creation in the Knowledge Age**

This programme consists of six workshops which include a combination of lectures, exercises, Open Space discussions, and economic ecosystem / platform design group activities. Topics include:

- Understanding the bias against creativity
- Building and maintaining cultural fitness
- Operating a knowledge distillery
- Avoiding wasteful busyness
- The human lens, a new language for value creation
- Economic ecosystem and platform design

- **Creative Collaboration**

This 6 week course will develop the skills necessary to build an inclusive culture of creative collaboration and related trust building skills. This will increase employee engagement and teach how to run distributed teams across organisational and cultural boundaries. This course will include six workshops using a combination of lectures, exercises, Open Space discussions, and economic ecosystem / platform design group activities.

- **Digital Skill Shift**

During this 6 week course you will learn both the theoretical and practical opportunities and limitations of the latest digital technology, including advanced automation, AI, the Internet of Things, and 5G applications. This course will include six workshops using a combination of lectures, exercises, Open Space discussions, and economic ecosystem / platform design group activities.