# A logo for a company AI-generated content may be incorrect.**Course Description**

**Neurodivergent-affirming practice for HR Managers: Focus on Autism and AuDHD**

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**How has this course been developed?**

This 3 hour course has been developed in-line with the latest research and empirical studies relating to aspects of autism and neurodivergent-affirming HR support and balanced with 10 years professional experience of supporting autistic and neurodivergent people and HR managers, as well as lived experience of the specific subject matter.

**What is the overall course aim?**

This course aims to develop a strong understanding of how to support undiagnosed, undisclosed, disclosed or self-recognising autistic and neurodivergent employees, their colleagues and line managers. You will gain an understanding of how to support in an autism and neurodivergent-affirming way and how to motivate your team to engage with autism and neurodivergent-affirming changes to practice and processes.

**What are the expected learning outcomes?**

* Enhanced understanding of autism, a strong understanding of AuDHD and an introduction to ADHD, Tourette's Syndrome, Dyspraxia, Dyslexia, and Dyscalculia
* Understand the Equality Act 2010 and reasonable adjustments in relation to autism and neurodivergence
* Understand Micro-aggressions, Ableism and Discrimination in relation to autistic and neurodivergent employees
* Understand how to support disclosure and confidentiality
* Understand common HR issues when autistic and neurodivergent colleagues are unsupported at work
* Aware of supportive autism and neurodivergent affirming HR practices and processes
* Understand neuro-normative HR practices and their drawbacks
* Understand how to support difficult line manager and autistic/neurodivergent employee relationships
* Aware of practical strategies to support difficult and sensitive conversations with autistic and neurodivergent employees
* Workshop practical and tailored strategies to adapt your personal and team practice to be autism and neurodivergent-affirming
* Aware of how to access additional strategies and resources to support your autism and neurodivergent-affirming team change

**Who is this course for?**

This course has been designed for HR managers, directly supporting or indirectly supporting an autistic or neurodivergent employee, line manager or colleague of an autistic or neurodivergent employee or not. No previous knowledge or training is required, however attendees should have a basic understanding of what neurodivergence is.