

Together We Thrive

It's not what you do, it's the way that you do it -

Easy steps to help make your workplace more inclusive



Introduction to Thriver

- Set up in 1997 by Lawrence Howard, who himself is neurodivergent, we draw on 27 years of experience supporting individuals and companies in the workplace
- We help organisations build neuro-inclusive teams
- We support employers through the entire employee life cycle covering recruitment, retention, and employee progression
- This might include a recruitment audit, provision of our Online Screening Tool, Neurodiversity Awareness Training, Workplace Needs Assessments, provision of Assistive Technology or Workplace Strategy Coaching
- We help organisations structure and implement their DE&I strategies, to foster a sense of belonging and psychological safety, so employees can thrive and businesses can prosper



Case Study 1 – Luke



About Luke:

- 29 years old
- Software developer in a large tech company
- Has not considered he could be neurodivergent

In the workplace:

- High levels of productivity
- Often works long hours which leads to burnout which results in him taking time off sick
- Struggles in interpersonal situations such as team-building activities
- He thinks this might impact his promotional opportunities

Managing Luke:

- Valued team member
- An innovation he proposed saved the company over £400,000
- His pattern of sick days is becoming a concern for his manager as he has taken a significant number in recent months

1. What stands out for you in this case study?
2. What would you do as Luke's manager?

Case Study 2 – Lesley



About Lesley:

- 45 years old
- Client Partner for creative agency
- Late diagnosed as autistic / ADHD, at the same time as her child, and has disclosed this with her manager
- Struggles with supporting her child and managing her own health and well-being, which is more of a challenge during perimenopause

In the workplace:

- Recently promoted, now managing a global team of ten staff
- Struggles to organise workload and spends excessive time on administrative tasks
- Finds it hard to focus and gets easily distracted in a busy office

Managing Lesley:

- Continuously meets and exceeds targets
- Manager has noticed that she is appearing more anxious, stressed, and less organised
- The manager has some knowledge of Autism and ADHD
- Is aware Lesley might be entering menopause but doesn't know how to initiate a conversation

1. What stands out for you in this case study?
2. What would you do as Lesley's manager?

Case Study 3 – Adam and James



About Adam:

- 23 years old
- Trainee Solicitor for a large law firm
- He disclosed, post-offer that he is neurodivergent



About James:

- Early Careers Manager at the firm
- Has no formal neurodiversity training, so is unsure of the process
- The partners at the law firm look to James for advice

Supporting Adam:

- James has a busy workload, and it has taken him over six months to book a private Workplace Needs Assessment
- While Adam waits for his assessment, his confidence and well-being start to suffer, and he worries about his future success with the firm

Questions – Adam and James

1. What stands out for you in this case study?
2. What would you do in James' situation?

Thank you for listening

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