

Creating Complementary Teams, Cohesion, and Longevity

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Session Overview

- Understanding the importance of neurodiversity inclusion and recognising the unique profiles of each employee.
- Understanding intersecting factors in the context of the workplace.
- How complementary teams can lead to increased collaboration and innovation.
- Actionable tips for promoting inclusivity within teams.

Neurodiversity Employment Disparities and Rationale

- 30-40% of neurodivergent individuals are unemployed. *1
- Only 54% of disabled people are in employment compared to 82% of non-disabled people. *2
- Lack of workplace adjustments leads to increased absence. *3
- Only 16% of Autistic adults are in full-time employment. *4
- Workplace adjustments can reduce intention to leave by 50%. *5

1. **My Disability Jobs, 2024**
2. **Office for National Statistics, 2022**
3. **HR Lineup, 2023**
4. **My Disability Jobs, 2024**
5. **Forbes, 2024**

The Benefits of Inclusive Teams

- Neurodiverse teams are 30% more productive. *1
- Companies with an inclusive culture are 6x more likely to be innovative and agile. *2
- Organisations that actively promote an inclusive environment report 19% higher revenue. *3
- 80% of job seekers consider an inclusive company culture to be important. *4

1. Deloitte, 2021
2. Forbes, 2020
3. Forbes, 2023
4. Glassdoor, 2022

Intersectionality in Neurodiversity

- A framework designed to understand how various aspects of a person's identity intersect, leading to unique experiences of discrimination or privilege.
- Originally introduced by Kimberlé Crenshaw to illuminate the diverse impacts of discrimination based on multiple, and overlapping identities.
- Neurodivergent individuals from marginalised group may experience compounded bias and discrimination.
- Acknowledging and prioritising intersectionality in the workplace is crucial for fostering an inclusive environment.

One Size Does Not Fit All

- Recognising that each person has unique needs and circumstances is key.
- Ensure you take proactive steps to ensure accessibility.
- It's important to support and empower employees by collaborating with them to understand and address their individual requirements.
- Creating policies and practices together will help ensure inclusivity and support for all employees.



Fostering Psychological Safety

Building trust and collaboration

- The concept of psychological safety is crucial in the workplace as it allows employees to speak up without fearing negative consequences.
- When employees share an expectation of openly communicating concerns or ideas, this fosters facilitation and cultural growth.
- Leaders must demonstrate qualities such as active listening, understanding, empathy, following through, and delivering tangible outcomes and responses.



Complementary Teams

- Complementary teams are comprised of individuals with a wide range of experiences, skills, and attributes, resulting in a blend of perspectives, strengths, and expertise, all working collaboratively towards a shared goal and ethos.
- The benefits of complementary teams are numerous, including heightened productivity, increased innovation, enhanced problem-solving capabilities, greater creativity, and improved adaptability to change.

Thriiver Case Example



About Thriiver

- Thriiver was founded 27 years ago.
- Since its inception, the goal of Thriiver was and still is to support individuals and businesses to thrive.
- Initially, delivered Workplace Needs Assessments and the provision of Assistive Technology and training.
- Now Thriiver has evolved into a market leader supporting some of the world's largest organisations and biggest brands to build neuro-inclusive cultures.
 - Awareness Training
 - Workplace Needs Assessments
 - Coaching and Co-coaching
 - Assistive Technology and Training

Our Story – Building The Business

- Initially hired people like me – great fun – but lacking in original ideas and different ways of thinking.
- Conscious decision to hire people not like me – Spikey profile.
- I know I will think of things others won't and vice versa - Monday morning meetings.
- We arrive at a destination via different routes.

Our Story – Empowering The Team

- Trust is at the heart, respect and humility.
- When you believe in what you do and are valued, respected, and able to deliver what you value, it's very motivational.
- People who have grown and been promoted within the business even though they might not on paper be obvious candidates.
- It's not immediate but outcomes are often incredible, and you retain talent.

Actionable Tips and Strategies

- Create spaces for open dialogue where team members can share their experiences and perspectives.
- Encourage collaboration and cross-functional teams to leverage diverse skill sets and viewpoints.
- Foster an inclusive culture that values and recognises intersectional identities.
- Implement bias training and awareness programs to educate team members about intersectionality.
- Regularly review and adapt team structures and processes to ensure they support diversity and inclusion.
- Celebrate differences and encourage team members to bring their authentic selves to work.

Summary

- Enthuse your team about what you do, listen, and be respectful – particularly when their views and opinions are different from yours.
- Recognising and valuing differences - cultural, racial, gender-based, or others - fosters a sense of belonging and contributes to the overall health and effectiveness of the team.
- A diverse team encourages individuality and helps you be your authentic self.
- Teams that are diverse and composed of complementary skill sets tend to be stronger, exhibit higher productivity, and demonstrate more agility in adapting to new challenges. This diversity not only enriches the team's perspective but also enhances its problem-solving capabilities and creativity.
- It is fundamental to support individuals to excel in their roles by leveraging their unique strengths and preferences and making holistic adjustments.

Thank you! Do you have any questions?

