

NEWSLETTER



October 2023



DON'T *fall* BEHIND...

We couldn't resist the pun! Especially when October has been such a busy month for the UWI team. We hosted the 'Positive Habits for a Neuroinclusive Workplace' hybrid event in London and interviewed more people for our

'Let's Talk Universal' podcast channel! In this issue, we will share the key takeaways from the hybrid event, our recently released podcasts and some useful resources to help you start planning for 2024.

OUR LATEST ARTICLES



Measuring Neuroinclusivity with a Single Digit



Why attracting neurodiverse talent is only a part answer to a global talent shortfall



Intersectionality and neurodiversity

LET'S TALK UNIVERSAL

Hosted by our Interim CEO, Erica Birtles, this podcast interviews experts in various fields to discover how business leaders can progress organisational change and alter current behaviours towards a more inclusive workplace.

Make sure to follow 'Let's Talk Universal' on Spotify or YouTube to hear more from leading industry experts.

theuwi.com/podcast



OUR LATEST PODCASTS



Mindful leadership and inclusion? Where's the link?

In this episode, Erica interviews Samantha Amit about building inclusion through mindful leadership, what organisations can expect to gain as a result, and how confident, mindful leaders naturally create inclusion in their teams. They talk about Samantha's ACT Mindful Leadership programme that helps business leaders be more confident, productive, focused, and to connect with others more effectively.

Breaking Ego, Leading with Curiosity and Creating Symbiotic Working Teams

Join our interview with Katherine McCord, CPO of Titan Management, about how leaders can foster inclusion in their teams by breaking ego and leading with curiosity. Additionally, Katherine highlights the importance of symbiotic working relationships and how those team dynamics help to foster inclusion in the workplace while driving innovation and productivity for a business.



Design thinking & creating cultures that don't suck!

In this episode, we speak to organisational consultant, Rebecca Friese, about 'design thinking', why it matters and the role it plays in shaping effective, human-centred workplace cultures. Erica and Rebecca also talk about the changes happening in the DE&I landscape, and why diversity and inclusion should still be a priority for organisations today.

Want to get in on the fun as a speaker or sponsor?

Get in touch at info@theuwi.com

EVENT HIGHLIGHTS

'POSITIVE HABITS FOR A NEURO-INCLUSIVE WORKPLACE' WORKSHOP

This event brought together the seekers charged with making change happen in organisations and solvers - some Europe's top consultative and academic thinkers - to discuss new ideas, methods and tools on how to develop a neuroinclusive workplace.

Attendees were invited to participate in poll questions about their neuroinclusion journeys that the panel then discussed. The discussions addressed the following questions:

- Where are organisations today with neuroinclusion?
- Where they would like to do better?
- What are their biggest challenges?
- What solutions are they most interested in learning about?

So what did we learn?

The key learning lessons:

- 1 Demands for more neurodiversity in hiring are being driven by an acknowledgement that roles for technical, creative and analytical skills will remain unfilled if firms don't put more effort into embracing neurodiversity in their people culture, processes and technology tools.
- 2 While hiring is the focus, without an effort to educate and change minds, investments into hiring talent will result in poor gains, as people leave as quickly as they join.
- 3 The first steps to changing neuroinclusivity are to:
 - Find leaders who are neurodivergent to create ambassadors and encourage a safe space culture in management.
 - Aim small and build a small project team to 'get it right' before scaling.
 - Set out realistic goals and budgets for 2024.

A BIG THANK YOU TO OUR EXPERT PANEL!



Ian Tomlin

Interim Chair, The UWI
Author of 'Agilization' &
'Cloud Coffee House'



Jodie Greer

CEO, Be #PeopleSmart



James Lucier

US Chapter Ambassador,
The UWI & CRO of
Primary Talent Partners



Erica Birtles

Interim CEO, The UWI



Ritu Kiran-Jackson

CEO, Abilities - Promoting
diversity in the workplace



Rebecca Friese

CEO, FLYN Consulting
Author 'The Good Culture'



Mike Clargo

CEO, Culturistics
Author of
'Managing by Design'



Tania Martin

Neuro-Diverse Centre of
Excellence Leader, Ernst & Young



Kalpesh Baxi

Founding Partner
Critical Talent Solutions



Jonathan Pilgrim

Partner
Making Change Work



Adam Mcrae MBE MBE, MCM

Lead Army Auditor, British Army
& Member Board of Trustees of
The Abingdon Bridge Charity



Nick Bruno

VP, People & Culture
Aspiritech

SO WHAT NEXT?

WATCH THE RECORDING

The 'Positive Habits for a Neuroinclusive Workplace' event is now available to watch online! If you missed the live event or just want to remind yourself of what was said, make sure to follow the [link](#)!

Would like a transcript of the event?
Download [here](#).

TAKE THE MATURITY ASSESSMENT

Many in the panel agreed that it is vital to understand where your organisation is today before looking at solutions and remedies. Kickstart your journey to neuroinclusion with [Neurodiversity Maturity Assessment](#) to help you diagnose where you are in your journey and which areas your organisation may need the most attention.

START PLANNING FOR 2024

Following the 'Positive Habits' event, the UWI has put together some helpful slideware to help people and talent leaders change minds and prepare their 2024 budget plan. While this is a 'first cut,' we will be working with our community of Fellows to supplement and enrich this content for UWI members.

Download the 2024 Planning Guide [here](#).

HAVE QUESTIONS?

If you have any questions for us or any member of the panel, please send an email to info@theuwi.com and we will forward it to the appropriate person.

Likewise, if you would like to book a meeting with us to discuss your neuroinclusion or DEI agenda for 2024, please get in touch.

