Neurodiversity in the Workplace

Autism isn’t a processing error – It’s a different Operating System
The Autism Spectrum Worldwide

- 67 Million Worldwide on the Autism Spectrum
- 1 in 68 Children in the US today are diagnosed on the Autism Spectrum
- 15 – 20% Work Within the Mainstream Labor Markets
- 50K People with Autism Enter the Job Market Every Year
- 9 Television Shows or Documentaries airing around Autism
- 1% Of the World’s Population
- Males More Likely to be Diagnosed
• Benefits of Diversity
  • Different Views & Perspective
  • Stimulates Innovation
  • Provides a Global View
  • Expands Talent Pool

• Added Benefits when Including Autistic Team Members
  • A Truly Different Method of Thinking & Problem Solving
  • Removes Barriers of “Different Thinking” for the Entire team
  • Self Identification
My Journey & Goals

• My Journey

• 2017 Goals
  • Learn as much as I can about Autism
  • Understand the Autistic Development Lifecycle and their associated programs
  • Understand the Players (Education, Non Profit, For Profit and Self Built)
  • Engage in a Pilot - “Change the lives of 5 people”

• 2018 Goals
  • Change the Lives of 20 Autistic Individuals
  • Connect the Networks in the Autistic Development Lifecycle
How do You Start

• Learn
  • Read
  • Talk to your Colleagues – Build on Their Success/Learn From Their Mistakes
  • Start or Join a Working Group

• Have Your Company Sponsor one of the Non-Profit Organizations

• Educate Your Teams

• Start Small
  • Find People with Passion
  • Pilot Projects in Known Core Competencies
  • Grow on Success or Fail Quickly

• End State - Not a 1 Model Solution
Other Considerations

• Environment
• Neural-Typical Training
• Coordination
• Constructive Criticism & Performance Management
References

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- Huffington Post: How These 4 Major Companies are Tackling the Autism Unemployment Rate
- The Guardian – Autism in the Workplace – An Opportunity not a drawback
- My e:mail address – Troach.TransformCIO@gmail.com