

A man with glasses, wearing a white button-down shirt, is standing in a room. He is pointing his right hand towards a wall that is densely covered with various charts, graphs, and data visualizations. The charts are arranged in a grid-like pattern, with some larger ones and many smaller ones. The overall scene suggests a professional or educational setting where data analysis is being discussed.

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

1%
Of the World's
Population

Males
More Likely to
be Diagnosed

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



- **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
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Other Considerations

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

References

- [Autism Roundtable](#)
- [CBS Story on Autism](#)
- [Simon Baron Cohen – The Essential Difference: The Truth about Autism](#)
- [Harvard Business Review: Neurodiversity as a Competitive Advantage](#)
- [Forbes: Tech Giant Taps into Unique & Powerful Talent Pool](#)
- [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