COURSE DESCRIPTION

Autism for HR Managers

How has this course been developed?

This 3 hour course has been developed in-line with the latest research and empirical studies relating to aspects of autism-affirming HR support and balanced with 10 years professional experience of supporting autistic people and HR managers, as well as lived experience of the specific subject matter.

What is the overall course aim?

This course aims to develop a strong understanding of how to support undiagnosed, undisclosed, disclosed or self-recognising autistic employees, their colleagues and line managers. You will gain an understanding of how to support in an autism-affirming way and how to motivate your team to engage with autism-affirming changes to practice and processes.

What are the expected learning outcomes?

- Good understanding of autism
- Understand the Equality Act 2010 and reasonable adjustments in relation to autism
- Understand Micro-aggressions, Ableism and Discrimination in relation to autistic employees
- Understand how to support disclosure and confidentiality
- Understand common HR issues when autistic colleagues are unsupported at work
- Aware of supportive autism affirming HR practices and processes
- Understand neuro-normative HR practices and their drawbacks
- Understand how to support difficult line manager and autistic employee relationships
- Aware of practical strategies to support difficult and sensitive conversations with autistic employees
- Workshop practical and tailored strategies to adapt your personal and team practice to be autism-affirming
- Aware of how to access additional strategies and resources to support your autism-affirming team change

Who is this course for?

This course has been designed for HR managers, directly supporting or indirectly supporting an autistic employee, line manager or colleague of an autistic employee or not. No previous knowledge or training is required, however attendees should have a good basic understanding of what autism is.

Contact: booking@autentic.uk