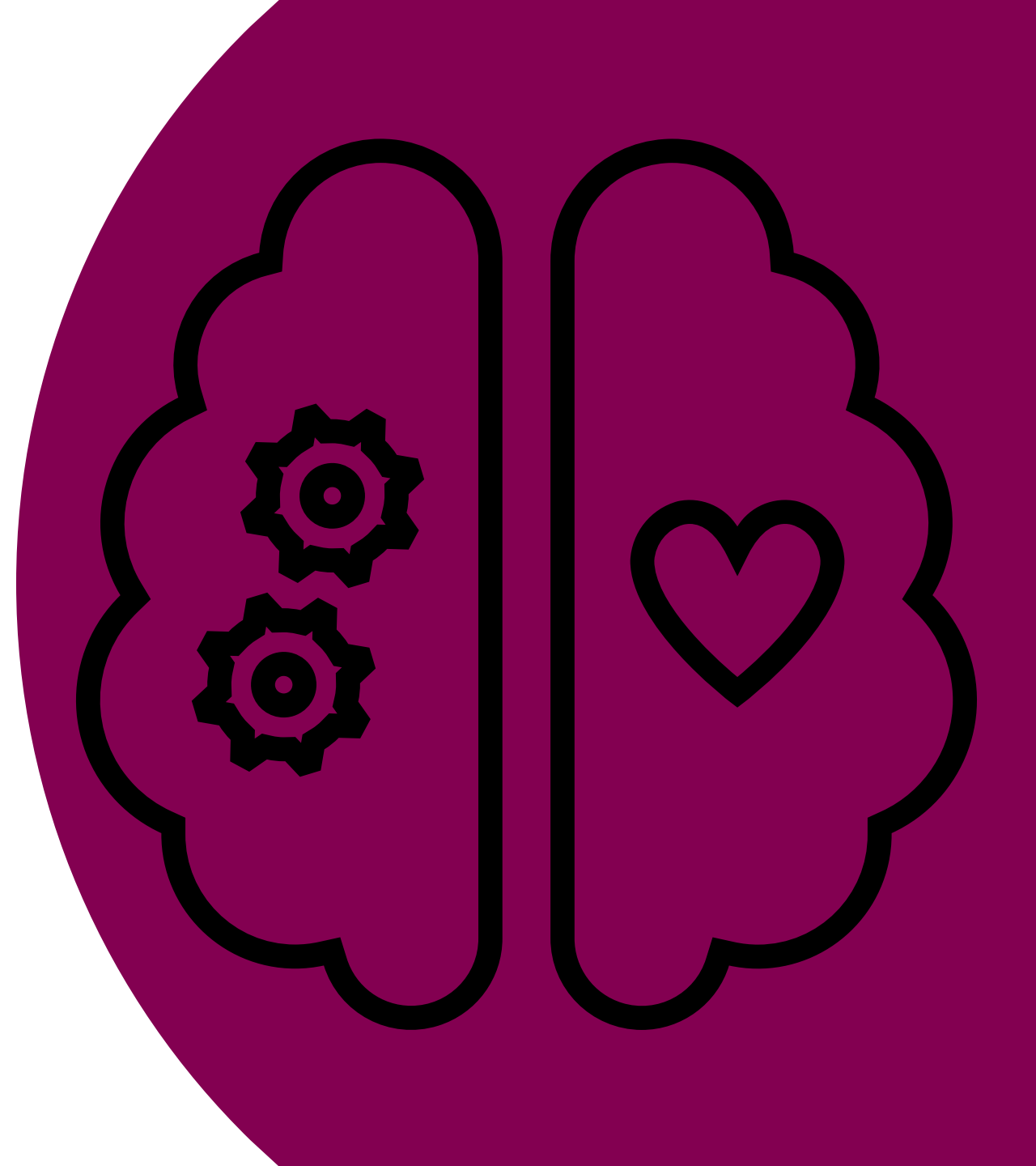


Neurodiverse Teams: Fostering Innovation and Inclusion

By Laura Needleman



What is Neurodiversity?

Cognitive differences...

in how we think

in how we learn

in how we communicate

in how we process information



These differences are natural variations of the human brain

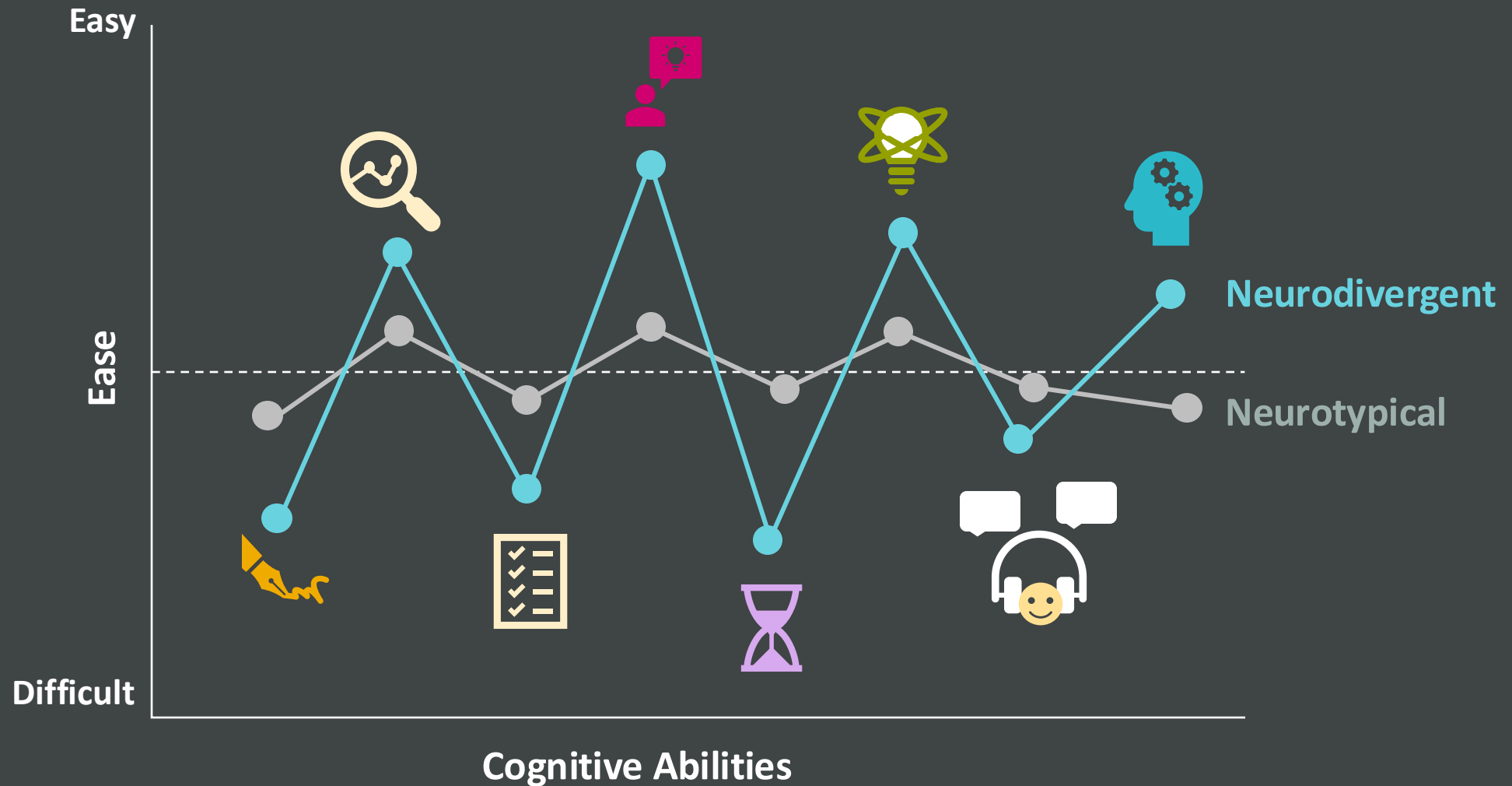
Grassroots type movement: mainly moved by neurodivergents themselves

Neurodivergent conditions include but are not limited to autism, Dyslexia, dyspraxia, and ADHD



The Spiky Profile

“Specialist Thinkers” Versus “Generalist Thinkers”



Overview

(1) Benefits

(2) Recruiting

(3) Creating an Inclusive
Environment

(4) Structuring
Neurodiverse Team

(5) Overcoming Challenges
and Addressing Stigma

(6) Case Studies



(1) Benefits

Innovation

Improved Communication and Personal Growth

Broader Skills



(2) Recruiting Neurodiverse Talent



Partner with a company



Job Outreach



Neurotribe help



Inclusive Interview Styles



(3) Creating an Inclusive Environment

Mindset Expansion

- Open to other's views as truth without judgement
- Continual education and awareness



Leadership Commitment

- VISIBLE leader support



Employee Resource Groups

- A group of individuals who come together over a common interest



(4) Structuring Neurodiverse Teams

Diverse Task Allocation and Collaboration

- Person structured
- Align to unique strengths

Open Dialogue and Communication Guidelines

- Setup neuro-inclusive guidelines for your teams
- Withhold judgement on individual choice of mode of communication

Flexible Work Arrangements

- Working Hours
- Varying environmental options if in office



(5) Overcoming Challenges and Addressing Stigma

Celebrate and Spotlight Lived Experiences

- Real-life examples and testimonials
- Story-telling events

Create Campaigns

- Open Dialogue culture

Buddy System

- Voluntary
- Based on some set criteria of alignment



(6) Case Studies

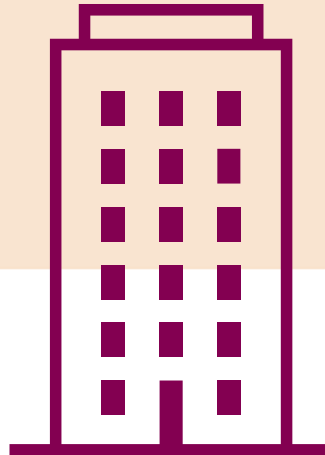
Microsoft

- Neurodiversity hiring program



Ernst & Young

- Neurodiversity Center of Excellence



DXC Technology

- Dandelion Program





Laura Needleman ∞ 🌈 🧠

Assoc. Director Statistical Programming |
Neurodiversity Advocate and Speaker | Social Jus...



Thank you!

Contact:

Laura Needleman

laura.needleman@astrazeneca.com



Lost Orca Art

@lost_orca_art



TikTok



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