

## A More Inclusive Workforce; the Turn of the Neurodiverse Assets

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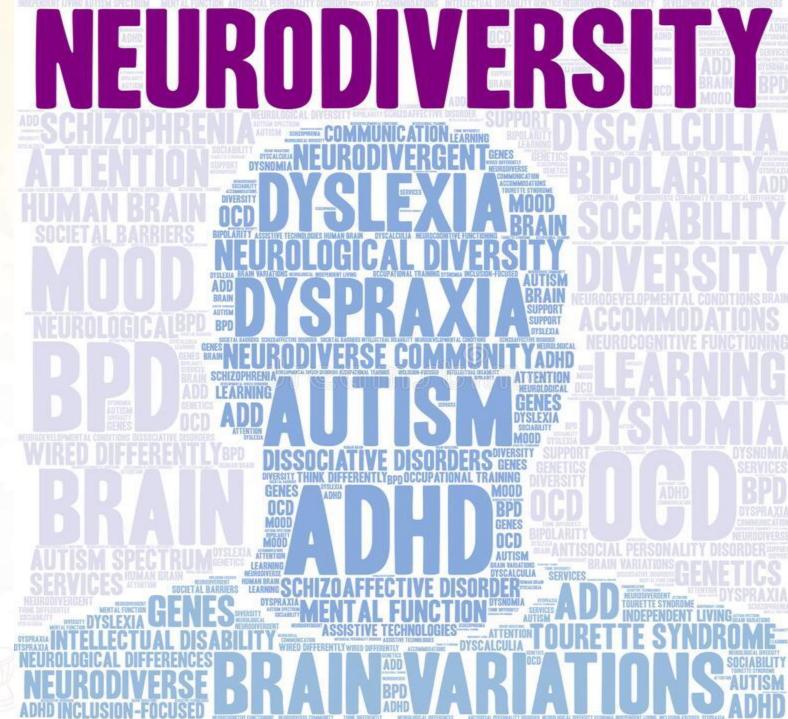


## The Bouquet

# There is no saturation with inclusion



- 10-20% of world's population are neurodiverse
- Neurological or brain different
- Wide range of mental orientation
- Often invisible, making its identification or diagnosis harder
- A lack of awareness makes it difficult to understand the unique requirements of this population of workers.





### Africa Conference Value of Neurodiversity



Neurodiverse Teams are 30% more productive than Teams without neurodiversity (2022 Deloitte Research)







"Neurodiversity is important to our business because it means we are bringing a spectrum of skills and talents to our thinking and decision-making, helping us to innovate, problem solve and ultimately serve our customers better." Ian Stuart, CEO of HSBC, UK

#### L&D as a Tool to Build and Support Learning & Development Africa Conference Neurodiversity



Exclusion – Tolerance – Acceptance - Belonging

2022

- Reshaping organizational learning strategies, policies and processes
- Universal training designs and implementation
- Coaching and Mentoring
- Team Building Activities
- Intermittent stretch breaks
- Action Learning •
- Gamification
- Drama and Storytelling



Africa Conference 2022 Conclusion





Africa !!!