

re:thinking Inclusion Workplace Training



**INCLUSION AND
DIVERSITY
TRAINING THAT
MEETS YOU AND
YOUR EMPLOYEES'
NEEDS**

Partner with us unlock
the hidden potential of
your talented dyslexic
workforce.

For more information visit :
www.rethinkdyslexia.com.au

DYSLEXIA: THE FACTS

At least **1 in 10** employees are **dyslexic**, you may not know it and they might not know it either!

Dyslexics make up the **largest percentage** of the neurodivergent workforce.

Over **43%** don't feel psychologically safe to disclose their difficulties in the workplace.

When unsupported in the workplace dyslexics face higher levels of **job stress** leading to **job burn out**.

58% of dyslexics aren't diagnosed until adulthood.

38% of dyslexics are underemployed

WHAT WE KNOW:

Workplaces are mandated to recruit people with disabilities. Many workplaces struggle with effective recruitment of neurodivergent individuals, leading to missed opportunities and or failure to meet contractual requirements.

Organisations are mandated to mitigate psychosocial hazards. 43% of dyslexic employees don't feel safe to disclose their difficulties, leaving many dyslexics vulnerable and organisations at risk of litigation.

Organisations are not utilising available federal funding to support neurodivergent employees, resulting in a lack of awareness and access to necessary support.

There is a workforce skills shortage. Workplaces without effective processes for recruiting, onboarding, retaining, and promoting neurodivergent employees are missing out on a valuable talent pool.

The cost of employee turnover is significant. Inadequate inclusivity measures can lead to high employee turnover, impacting both finances and company culture.

RE:THINKING INCLUSION WORKPLACE TRAINING

YOUR PARTNER IN EMPOWERING YOUR WORKPLACE

From recruitment to career progression, we work across the employment life cycle to help employers better understand and support the needs of their neurodivergent employees. By empowering your staff and managers to view differences as assets, you'll enhance team relationships and improve business outcomes.

We deliver:

1. Individualised support

Our 1:1 tailored support program ensures that your dyslexic employees receive the personalised assistance they need to thrive in their roles. From developing effective strategies to enhancing their confidence, we're here to empower them every step of the way.

2. Consultation and tailored packages

Packages also available, so get started today and transform your workplace into an inclusive, supportive environment for all.

3. Interactive Workshops

Equip yourself and your team with the knowledge and skills necessary to create an inclusive and supportive work environment. Our engaging workshops cover a range of topics and can be adjusted to include the leading neurodivergence in the workplace including:

1. Empowering Employment: Understanding Dyslexia
2. Neurodivergence in the workplace
3. Inclusive Recruitment Practices for Dyslexics: Unlocking Talent and Potential
4. Dyslexia and Workplace Adjustments: Promoting Inclusion and Productivity
5. Empowering Managers for Success: Embracing Dyslexic Talent in the Workplace
6. "Thriving Minds: Nurturing Mental Health and Empowering Dyslexic Employees"

Partner with re:think dyslexia to cultivate a workplace culture that values diversity, embraces inclusivity, and unleashes the true potential of your employees. By investing in their growth and well-being, you not only enhance productivity but also foster a supportive and thriving work environment for all.

Ready to empower your team? Contact us today to discuss how workshops can transform your organisation. Together, we can redefine success and re:think dyslexia.



WORKSHOP 1

EMPOWERING EMPLOYMENT: UNDERSTANDING DYSLEXIA IN THE WORKPLACE

This workshop is a comprehensive one-hour session that aims to provide participants with a deeper understanding of dyslexia and equip them with practical strategies to support employees with dyslexia in the workplace. This interactive training will explore the unique strengths and challenges of individuals with dyslexia and highlight the importance of creating an inclusive and supportive work environment.

Interactive Elements:

- Group discussions and case studies to encourage knowledge sharing and collaborative problem-solving.
- Self-reflection activities to explore personal biases and increase empathy.
- Q&A sessions to address specific concerns and challenges related to dyslexia and mental health in the workplace.

Target Audience:

This training is aimed at the whole organisation and anyone interested in creating an inclusive and supportive work environment for employees with dyslexia.

Key Learning Objectives:

Understanding Dyslexia:

Gain a comprehensive understanding of dyslexia, including its definition, characteristics, and common challenges faced by individuals in the workplace.

Recognising Dyslexic Strengths:

Explore the unique strengths and abilities of individuals with dyslexia, such as creativity, problem-solving skills, and out-of-the-box thinking.

Accommodations and Support:

Learn about effective strategies to enhance the productivity and well-being of employees with dyslexia.

Cultivating an Inclusive Work Environment:

Understand the importance of creating an inclusive work environment that embraces diversity and empowers individuals with dyslexia to thrive.

Reducing Stigma and Promoting Awareness:

Explore strategies for reducing stigma around dyslexia and promoting awareness among colleagues and management.



WORKSHOP 2

EMPOWERING EMPLOYMENT: UNDERSTANDING NEURODIVERSITY IN THE WORKPLACE

Workshop 2 is a comprehensive two-hour session that aims to provide participants with a deeper understanding of dyslexia and equip them with practical strategies to support employees with dyslexia. We will explore the unique strengths and challenges of individuals with dyslexia and highlight the importance of creating an inclusive and supportive work environment.

Interactive Elements:

- Group discussions and case studies to encourage knowledge sharing and collaborative problem-solving.
- Self-reflection activities to explore personal biases and increase empathy.
- Q&A sessions to address specific concerns and challenges related to dyslexia and mental health in the workplace.

Target Audience:

This training is aimed anyone interested or responsible for creating an inclusive and supportive work environment for employees with dyslexia.

Key Learning Objectives:

Understanding neurodivergence:

Gain a comprehensive understanding of neurodivergence, including its definition,

characteristics, and common challenges faced by individuals in the workplace.

Recognising Neurodivergence Strengths:

Explore the unique strengths and abilities of individuals that are neurodivergence.

Accommodations and Support:

Learn about effective accommodations and support strategies to enhance the productivity and well-being of neurodivergence employees.

Communication and Instructional Techniques:

Discover communication and instructional methods that foster understanding, clarity, and inclusivity for individuals with dyslexia.

Cultivating an Inclusive Work Environment:

Understand the importance of creating an inclusive work environment that embraces diversity and empowers individuals with dyslexia to thrive.

Reducing Stigma and Promoting Awareness:

Explore strategies for promoting awareness among colleagues and management and reducing stigma.

Building a Supportive Network:

Explore the significance of establishing support networks and resources to provide ongoing assistance to employees with dyslexia.



WORKSHOP 3

INCLUSIVE RECRUITMENT PRACTICES FOR DYSLEXICS: UNLOCKING TALENT AND POTENTIAL

This workshop is a dynamic training session designed to empower participants with the knowledge and strategies to create a welcoming and inclusive recruitment process for individuals with dyslexia. This one-hour interactive workshop will provide participants with insights into the unique strengths and challenges of dyslexic candidates and equip them with practical techniques to ensure equal opportunities for all.

Interactive Elements:

- Case studies and group discussions to facilitate knowledge sharing and collaboration.
- Self-reflection activities to explore personal biases and increase empathy.
- Q&A sessions to address specific concerns and challenges related to dyslexia and mental health in the workplace.

Target Audience:

This workshop is suitable for everyone involved in the recruitment process and those who want to create an inclusive environment and ensure equal opportunities for individuals with dyslexia.

Key Learning Objectives:

Understanding Dyslexia:

Gain a deeper understanding of dyslexia, its characteristics, strengths, and challenges.

Recognising Potential:

Learn to identify the unique skills and talents dyslexic individuals can bring to the workplace.

Creating Inclusive Job Descriptions:

Develop job descriptions that are clear, concise, and accessible to dyslexic candidates.

Accessible Application Processes:

Explore types of inclusive practices and ways to implement these.

Interviewing Techniques:

Learn how to conduct dyslexia-friendly interviews that focus on core competencies and allow candidates to showcase their abilities.

Providing Reasonable Accommodations:

Understand the importance of offering reasonable accommodations during the recruitment process and beyond.

Collaboration and Support:

Explore ways to collaborate with dyslexic candidates, their support networks, and relevant organizations to ensure a smooth recruitment experience.

Cultivating a Dyslexia-Inclusive Culture:

Develop strategies to foster an inclusive workplace culture.



WHAT OUR CLIENTS SAY

Dear Shae,

I wanted to take a moment to express my sincere gratitude for your outstanding presentation at the Learning Conference, workshop, Understanding and Supporting Dyslexic Students in the Classroom and Beyond, an interactive session co-developed by Dr Judith Hudson and facilitated by you, was truly inspiring and left a lasting impression on attendees providing a great framework for us to continue to build on engagement and inclusivity at WCC. You encouraged us to think about how to better include and engage all students.

Your insights and strategies will undoubtedly help us to create more engaged and inclusive classrooms and to better support our diverse student population. Your presentation was both informative and motivating, and I know that many of us left the workshop feeling inspired and empowered to make positive changes in our teaching practice. I want to personally thank you for your contributions to the conference and for your dedication to helping educators become more effective in their work. Your presentation was highly valued, and we are all grateful for the time and effort you put into preparing and delivering such an insightful workshop. Once again, thank you for your inspiring presentation. I look forward to applying the strategies you shared and continuing to learn from your expertise in the future.

**Ms Connie Faranda,
Assistant Principal, Wyndham Central College**



WORKSHOP 4

EMPOWERING MANAGERS FOR SUCCESS: EMBRACING DYSLEXIC TALENT IN THE WORKPLACE

This workshop is a comprehensive 1.5-hour session designed to equip managers with the knowledge, skills, and strategies to effectively support and empower their dyslexic employees. This interactive training will provide valuable insights into dyslexia, its impact in the workplace, and practical approaches to create an inclusive and supportive environment for dyslexic team members.

Interactive Elements:

- Case studies and group discussions to facilitate knowledge sharing and collaboration.
- Self-reflection activities to explore personal biases and increase empathy.
- Scenarios and real-life examples to apply accommodation strategies and support approaches.
- Q&A sessions to address specific concerns and challenges faced by managers in supporting dyslexic employees.

Target Audience:

This training is specifically designed for managers, supervisors, team leaders, and anyone in a managerial role who wants to enhance their understanding of dyslexia and develop the skills necessary to support employees.

Key Learning Objectives:

Understanding Dyslexia:

Develop a comprehensive understanding of dyslexia, including its strengths, challenges, and the impact it can have on employees' work performance and well-being.

Recognising Employee Potential:

Learn to identify the unique strengths, talents, and abilities dyslexic employees bring to the team and how to leverage these effectively.

Communication and Instructional Strategies:

Discover effective communication techniques and instructional strategies that promote clarity, comprehension, and productivity for dyslexic employees.

Accommodations and Support:

Explore a range of reasonable accommodations and support strategies to meet the specific needs of dyslexic employees and enhance their job performance.

Collaboration and Team Dynamics:

Explore strategies for promoting teamwork, collaboration, and inclusivity among team members, ensuring a cohesive and supportive work environment.

Resources and Support Networks:

Familiarise managers with available resources, support networks, and external organisations that can provide additional assistance and guidance in supporting dyslexic employees.

WORKSHOP 5

DYSLEXIA AND WORKPLACE ADJUSTMENTS: PROMOTING INCLUSION AND PRODUCTIVITY

Workshop 5 is a one-hour session designed to equip participants with the knowledge and tools to create an inclusive work environment for employees with dyslexia. This training explores the challenges faced by individuals with dyslexia in the workplace and provides practical strategies for implementing effective workplace adjustments to support their success and well-being.

Interactive Elements:

- Case studies and group discussions to facilitate knowledge sharing and collaboration.
- Self-reflection activities to explore personal biases and increase empathy.
- Q&A sessions to address specific concerns and challenges related to dyslexia and mental health in the workplace.

Target Audience:

This training is suitable for HR professionals, managers, supervisors, team leaders, and anyone involved in creating inclusive work environments and implementing workplace adjustments for employees with dyslexia.

Key Learning Objectives:

Understanding Dyslexia:

Gain a comprehensive understanding of dyslexia and how it can impact work performance and productivity.

Recognising Workplace Challenges:

Identify the specific challenges that employees with dyslexia may encounter in the workplace.

Legal and Ethical Considerations:

Explore relevant legislation, including disability discrimination laws, to understand the legal and ethical obligations of employers to provide workplace adjustments for employees with dyslexia.

Implementing Reasonable Adjustments:

Learn a range of workplace adjustments and accommodations that can be implemented to support individuals with dyslexia.

Personalised Support Plans:

Discover how to create personalised support plans for employees with dyslexia to ensure the effectiveness of the adjustments.

Evaluating Success and Continuous Improvement:

Understand the importance of monitoring and evaluating the effectiveness of workplace adjustments, and identify methods for ongoing improvement and support.



WORKSHOP 6

THRIVING MINDS: NURTURING MENTAL HEALTH AND EMPOWERING DYSLEXIC EMPLOYEES IN THE WORKPLACE

The "Dyslexia and Mental Health in the Workplace: Building Awareness and Support" training is a one-hour session that aims to increase awareness and understanding of the intersection between dyslexia and mental health in the workplace. This training provides participants with valuable insights into the challenges faced by individuals with dyslexia and strategies to promote positive mental health and well-being in the workplace.

Interactive Elements:

- Group discussions and case studies to facilitate knowledge sharing and collaboration.
- Self-reflection activities to explore personal biases and increase empathy.
- Q&A sessions to address specific concerns and challenges related to dyslexia and mental health in the workplace.

Target Audience:

This training is suitable for HR professionals, managers, supervisors, team leaders, and anyone interested in promoting mental health awareness and support for dyslexic individuals in the workplace.

Key Learning Objectives:

Introduction to Dyslexia:

Develop a foundational understanding of dyslexia and how it can impact an individual's mental health and well-being in the workplace leading to job burnout.

Mental Health Challenges:

Explore the specific mental health challenges commonly associated with dyslexia.

Creating a Supportive Environment:

Discover practical strategies to create a supportive and inclusive work environment that promotes positive mental health for all employees.

Promoting Self-Care and Resilience:

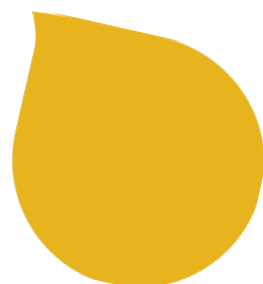
Explore techniques and resources to help dyslexic employees build resilience, manage stress, and practice self-care.

Reducing Stigma and Fostering Empathy:

Discuss strategies to reduce stigma surrounding dyslexia and mental health, fostering empathy and understanding among colleagues and promoting a culture of acceptance and support.

Available Resources and Support:

Familiarise participants with available resources, internal and external support services, and best practices for seeking and providing assistance to dyslexic employees in need of mental health support.



WHAT OUR CLIENTS SAY

Ashey, Ashurst International Law Firm

"Shae was engaged through my employer to conduct a Workplace Assessment Report after I disclosed myself as dyslexic to my employer. The aim of the report for my employer and myself was to clearly outline my strengths and weakness within my role which may be impacted by my dyslexia, as well as outlining a variety of reasonable adjustments which could help to assist me within my day-to-day work tasks.

I found the overall experience both enjoyable and enlightening, with Shae putting my mind at ease straight away as to why the assessment would involve and the structure of the report produced. The produced Workplace Assessment Report has helped both my managers and myself reassess some of the daily work tasks, as well as hopefully informing my employer and manager regarding the potential need for reasonable adjustments for other employees in the future."

Secretary Dr Heather Smith PSM from the Department of Industry, Innovation and Science, Canberra

This week also included International Day of People with Disability. Thank you to our Disability and Wellness Network for organising a fantastic panel event on this day recognised around the world to increase awareness, understanding and acceptance of people with a disability and celebrate their achievements and contributions. I was struck by the courage of the guest speaker Shae Wissell who shared her personal story about their experiences in the workplace and tips on how to be more inclusive of colleagues with a disability".

Emily Walker , Octopus Investments Australia

Thank you so much for your session on Monday, honestly, it was so informative, I had really positive feedback from lots of people afterwards. You made it interesting and relatable! I've sent the extra resources you sent over internally too."

Fiona Maggs Principal Facilitator / Trainer

I had the pleasure of selecting Shae Marie Wissell to be a guest speaker for a recent conscious inclusion training session run by AcademyGlobal for staff from the NSW Government Department. It was a delight to work with Shae on the preparation for this session. She rapidly understood the Department's needs and created a presentation with relevant examples that resonated with the audience.

During the session, Shae articulately outlined the many facets of neurodiversity and their interconnectivity. She integrated her extensive research of dyslexia in the adult workplace, with her lived experiences of dyslexia and dysgraphia through personal stories. The audience highly valued the insight Shae provided on the challenges faced, and the types of considerations necessary to empower neurodiverse individuals to thrive in society and in the workplace. Most importantly, she highlighted the benefits of embracing the unique skills that neurodiverse individuals contribute. She powerfully discussed these areas within the workplace context, as well as their impact on the Department's customers.

I would highly recommend Shae to design and deliver workplace programs on inclusion and neurodiversity. She would be a valuable consultant to work with your organisation to develop strategies to support your customers and employees and unlock the power of neurodiverse perspectives and skills.

I am looking forward to continuing to work with Shae and learning more from this inspirational and insightful professional.





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