

Design Document

<i>Business Purpose</i>	<p>The purpose of this training is to educate all employees about neurodivergence, how to acknowledge it, and explore a variety of ways to promote inclusivity.</p> <p>This training will focus on providing all staff members with the knowledge of what neurodiversity is and how to promote inclusivity. It will also be used as part of the onboarding process for new hires.</p>
<i>Target Audience</i>	<p>The primary target audience for this training is new hires and all existing employers and employees to familiarize themselves with neurodiversity in the workplace and how to communicate effectively and efficiently.</p>
<i>Training Time</i>	<p>60 minutes</p>
<i>Training Recommendation</i>	<ul style="list-style-type: none">• 1 vILT course• This course walks the learner through understanding what neurodiversity is and how to effectively communicate with someone who is not of a neurotypical mindset.
<i>Deliverables</i>	<ul style="list-style-type: none">• 1 vILT PPT• 1 facilitator guide• 1 3-page infographic (downloadable from Canva): Neurodivergence: Ways to Improve Communication Skills Infographic Neurodivergence Infographics• Neurodiversity in the workplace (video made in Camtasia: mp4)
<i>Learning Objectives</i>	<ul style="list-style-type: none">• Explain what neurodiversity is.• Identify ways to communicate effectively with neurodiverse colleagues.
<i>Training Outline</i>	<ul style="list-style-type: none">• Introduction: learner will be introduced to the topic and define the meaning• Learning Objectives: the learner will be made aware of the specific learning outcomes of this course• Scenario (Camtasia video & reflect): a video will be played introducing a neurodivergent colleague, then asking learners to identify any familiarity to their own professional experiences• Define neurodiversity• Identify how neurodiversity should be acknowledged in the workplace• Review best practices for promoting inclusivity• Summary• Review resources (Canva downloads)