

**THRIVE WITH**

**NEURODIVERGENT**

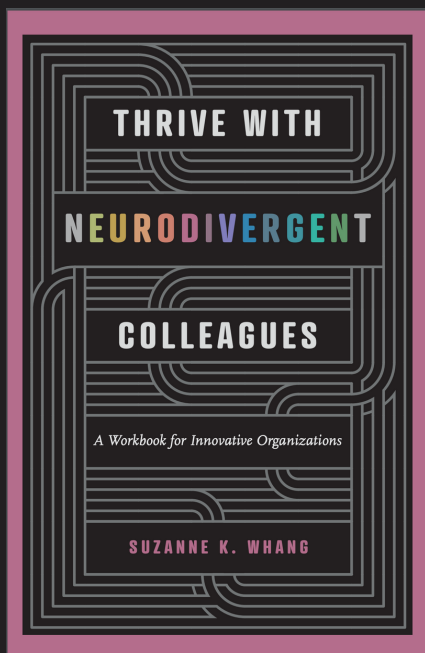
**COLLEAGUES**

*A Workbook for Innovative Organizations*

**SUZANNE K. WHANG**

**PRESS KIT**

**This concise  
workbook  
empowers  
innovative  
leaders  
to think deeply  
and act swiftly  
to promote  
neurodiversity  
in their  
organizations.**



## **SYNOPSIS**

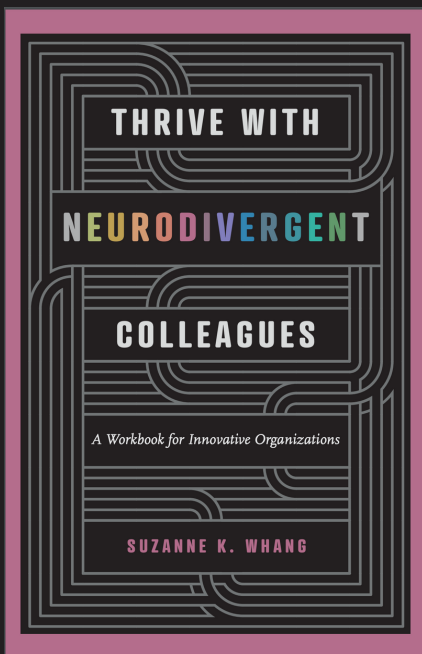
This concise workbook is the only tool on the market that guides businesses, step-by-step, to generate custom strategies and implement change management that leads to full diversity and inclusion.

Other than hiring an expensive consulting firm, this is the only way innovative leaders can get guidance on how to promote neurodiversity throughout their organization.

Each chapter starts with a hypothetical scenario and ends with an exercise, based in design thinking and agile methodologies. Readers learn how to do the following:

- Redefine policies, plans, and procedures to include neurodivergent people
- Rethink recruiting, hiring, and onboarding to be fully inclusive
- Provide reasonable sensory and productivity accommodations
- Create a corporate culture of empathy that benefits everyone
- Understand the basics of the Americans with Disabilities Act

"This should be required reading for anyone desiring to build a diverse and innovation organization."



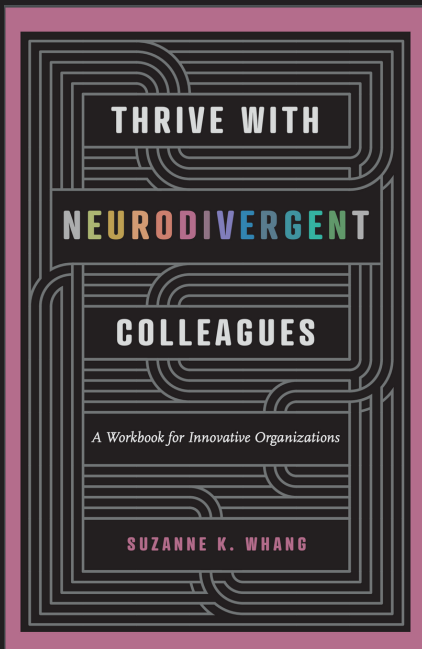
## REVIEWS

“The author is a superb writer and includes vignettes from the workplace that ring true to life—alongside important advice and insight. The slim format and workbook sections make this an easy read on a critical topic essential to all—whether you’re in the workplace or just part of our diverse society.”

“Drawing on her years of experience as the mother of a neurodivergent child, as well as her extensive experience in the workplace, in this, her second book, Suzanne Whang lays out an insightful and concise blueprint for employees who desire to take advantage of the wealth of largely untapped talent available in the neurodivergent population. Embracing this pool of untapped potential is a win-win for everyone.

"Thrive with Neurodivergent Colleagues: A Workbook for Innovative Organizations" should be required reading for anyone desiring to build a diverse and innovation organization."

“Let the shameful wall of exclusion finally come tumbling down.”  
Then-  
President  
George H. Bush



## EXCERPT

If you have watched the Academy award-nominated documentary, *Crip Camp: A Disability Revolution* on Netflix, you saw a brief segment of a historic footage called the Capitol Crawl.

On an unseasonably warm day in Washington, DC, in March 1990, eight-year-old Jennifer Keelan from Denver, Colorado, joined more than a thousand disabled individuals from 30 states who rallied at the Capitol to protest delays in the signing of the Americans with Disabilities Act.

Jennifer Keelan, who was wheelchair bound, got out of her wheelchair, and crawled up the steps of the Capitol on her hands and knees. Many others did the same, laboring to pull themselves up, not quitting until they’d reached the top.

Because of the wide press coverage of this event, President George H. Bush finally signed it into law on July 26, 1990, saying, “Let the shameful wall of exclusion finally come tumbling down.”

That was more than three decades ago, and in general the workplace is a much better place for people with disabilities. Except for neurodivergent individuals. Not much has changed for them.

As mentioned in Chapter One, 2.21% of adults in the United States have autism spectrum disorder.<sup>5</sup> Conservative estimates show that more than 80% of them are under-employed or not employed at all. That means millions of people on the spectrum in the U.S. alone could be gainfully employed.

- Author
- Trainer
- Parent
- Design Thinker
- Agile Scrum Master
- Consultant

## **AUTHOR BIO**

Suzanne K. Whang is a published author and corporate training solutions architect in the tech sector. Throughout her 20 years in the industry, she has worked with many wonderful neurodivergent colleagues and observed what works best for them and their teams.

Suzanne is also a parent of an adult son with autism and has been immersed in the world of neurodiversity for three decades. In 2018, she published "I Belong," a fictional account of the discrimination her son endured during his freshman year at university.

Her portfolio also includes articles about the U.S. State Department where she worked in the public affairs office.

Suzanne was born in Switzerland, grew up all over the world, and graduated Wellesley College. She is certified in design thinking from the MIT Sloan School of Management, and a certified Agile Scrum Master. She offers corporate consulting and training to help organizations promote neurodiversity using design thinking and agile methodologies.



Journalist  
can email  
the author  
at  
skwhang@  
gmail.com  
for a  
review  
copy of  
the book.



## CONTACT

**Website:** [suzannekwhang.com](http://suzannekwhang.com)

**LinkedIn:** Suzanne K. Whang

**Twitter:** @SuzanneKWhang

**Instagram:** SuzanneKWhang

Email the author at [skwhang@gmail.com](mailto:skwhang@gmail.com) for a review copy of the book.

## BOOK DETAILS

**Title:** "Thrive with Neurodivergent Colleagues: A Workbook for Innovative Organizations"

**Available:** The paperback and Kindle are on Amazon. Other eBook formats are widely available.

**Price:** The paperback is \$12.99. eBooks are \$6.99.

**Publisher:** Suzanne K. Whang

**Publication date:** September 29, 2021

**Target audience:** Both private and public sector organizations committed to full diversity, equity, inclusion, and accessibility

**Genre:** Business & Organizational Learning

**Length:** 77 pages (paperback)

**Dimensions:** 5.5 x 0.18 x 8.5 inches

**ISBN-10 (eBook):** 1737935902

**ISBN-13 (paperback):** 978-17379359

**Author's other book:** "I Belong," inspired by true events about a neurodivergent student who is maligned and wrongly committed to a mental hospital.

# Sample questions and answers

## SAMPLE Q&A

### **What is neurodiversity?**

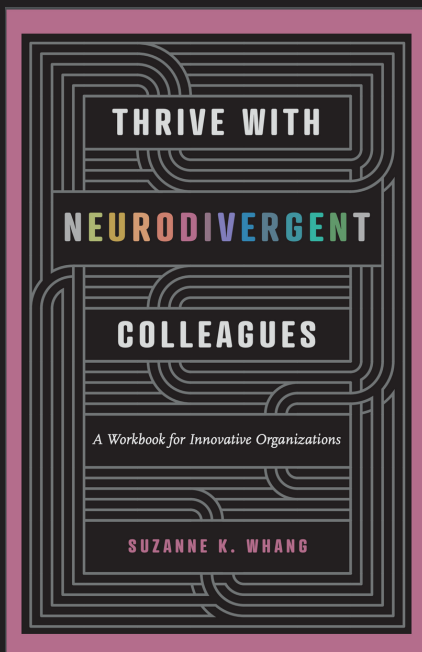
The term neurodiversity was first coined in 1998 by an autistic social scientist named Judy Singer. She proposed that invisible disabilities like autism are a variation, rather than a deviation, in the way our brains work. The term celebrates the fact that our brains are as diverse as we are and challenges us to value people who think outside the box. By taking on this mindset, we can integrate these innovative thinkers into our workforce to achieve greater diversity and inclusion.

### **Why is neurodiversity important?**

Chances are, most organizations already have neurodivergent colleagues in their organizations because 2.21% of adults in the United States are autistic, according to the CDC. Unfortunately, most of them are underemployed or not employed at all.

### **Why is it important now?**

October is National Disability Employment Awareness Month. #NDEAM Every October, the U.S. Department of Labor promotes NDEAM to commemorate the many contributions of people with disabilities to America's workplaces. However, the cause of people with invisible disabilities is often overlooked in media.



# More sample questions and answers

## SAMPLE Q&A

### **Who cares about neurodiversity anyway?**

More and more companies like Microsoft, SAP, and Ernst & Young are actively recruiting from an overlooked population—neurodivergent people. This talent pool includes many well educated, innovative, but under-employed people, many on the autism spectrum.

### **How does neurodiversity help organizations?**

For forward thinking public or private sector organizations, hiring neurodivergent talent makes good business sense. It's not just about filling positions with the best candidates. It's about boosting innovation by building a fully diverse, equitable, inclusive, and accessible workforce.

### **How does Thrive with Neurodivergent Colleagues help promote neurodiversity?**

This concise workbook empowers innovative leaders to think deeply and act swiftly because it's based in design thinking and agile methodologies. They will learn how to do the following:

- Redefine policies, plans, and procedures to include neurodivergent people
- Rethink recruiting, hiring, and onboarding to be fully inclusive
- Provide reasonable sensory and productivity accommodations
- Create a corporate culture of empathy that benefits everyone
- Understand the basics of the Americans with Disabilities Act

