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| Titolo | Leadership in Neurodiversity and Neurodivergence : Cases, Best Practices and Recommendations for Leaders and Organizations / / by Marc Helmold, Malte Martensen |
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| ISBN | 3-032-09343-0 |
| Edizione | [1st ed. 2025.] |
| Descrizione fisica | 1 online resource (198 pages) |
| Collana | Diversity and Inclusion Research, , 2662-6004 |
| Disciplina | 658.3 |
| Soggetti | Personnel management Nervous system - Diseases Diversity in the workplace Psychology, Industrial Human Resource Management Neurological Disorders Diversity Management and Women in Business Work and Organizational Psychology |
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| Nota di contenuto | 1.Neurodiversity and Neurodivergence: subject and definition -- 2. Neurodiversity, Talent Shortage and Stress -- 3.Neurodiversity: Impact on HR processes -- 4.Neurodiversity - Thinking about careers differently -- 5.Equality and Diversity -- 6.Stress and Motivation -- 7. Leadership and successful personnel development -- 8.Neurodiversity and New Work -- 9.Performance booster for neurodivergent employees -- 10.Neurodiversity as an opportunity for organizations -- 11. Neurodiversity: Recommendations for Leadership action and outlook. |
| Sommario/riassunto | This book explores neurodiversity and neurodivergence in the workplace from a practical perspective. There are estimates and surveys that assume 15 to 20 percent of all employees are neurodivergent, including people with attention deficit disorder (ADD), attention deficit-hyperactive disorder (ADHD), dyslexia, dyscalculia, and autism. In contrast to neurotypical people, they have a different way of absorbing and processing information or expressing feelings |

than the majority, presenting challenges for traditional corporate management for employees, managers, and organizations. In this book, the authors examine ways in which organizations can attract, recruit, and engage neurodiverse talent, and provide guidance on how to adapt human resource practices and processes to ensure that all employees can reach their full potential. It describes the forms of neurodiversity and how optimal collaborations can work successfully. Featuring cases, work aides, and best practices, this book helps leaders and organizations to use neurodiversity as competitive advantage to significantly increase productivity, teamwork, and employee retention.
