



# ADJUSTMENTS - THE WHY, WHAT AND HOW

SOLÈNE ANGLARET

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# Solène Anglaret (she/her)

- Born in Paris and raised in Normandy, France
- MA International Relations from Sciences Po Bordeaux
- Speaker, Author, Facilitator
- 12 years of experience – 5 industries across most functions
- Lived and worked in 6 countries (France, Norway, US, UK, China, Australia > soon UAE) and travelled to 60+
- Passionate about Neurodiversity, Inclusion, Belonging, Leadership, Innovation, Culture, Art, Music
- Named Top 50 Neurodivergent Women in the UK
- Lived experience of BPD & ADHD
- Chocolate addict!



<b>Role</b>	<b>Organisation</b>	<b>Location</b>	<b>Time</b>
Waitress / Shop Assistant	Grieghallen / Audhild Viken	<b>Norway</b>	1 year
Human Resources Intern	Aptar	<b>France</b>	1 month
Radio Journalist Intern	NRJ		1 month
Sales Assistant	Aptar	<b>US</b>	3 months
Procurement Intern	Airbus	<b>France</b>	2 months
Risk Management Adviser	Veolia Water	<b>UK</b>	1 year
Risk Manager	Veolia		1 year
Transformation Project Manager			1 year
End-to-End Project Manager	Thomas Cook	<b>Germany / UK</b>	8 months
Business Development Associate Director		<b>China</b>	2 years
Founder, Author, Presenter	Be Beyond Borders	<b>Australia</b>	5 years
Area Manager	Expedia Group		2 years
Director of People & Culture	Harri		6 months
Diversity & Inclusion Lead	Innovate UK KTN	<b>UK</b>	1 year
Programme Manager Disabled Innovators	Innovate UK		1 year

# What is wrong with me?

Why can't I just choose one thing and stick with it?



What if there was *nothing* wrong with me?

Why are careers seen as straight ladders and not unique windy paths?

Your career is **unique** because you are too.

Cherish the twists and turns, honour the breaks, celebrate the learnings.

Each part of the path, or paths, have brought you to where you are today.

Now, take a moment to breathe and enquire within... **where to next?**





**REASONABLE ADJUSTMENTS ARE  
CHANGES AN ORGANISATION  
MAKES TO REMOVE OR REDUCE  
BARRIERS RELATED TO  
DISABILITY.**

- EQUALITY ACT, 2010



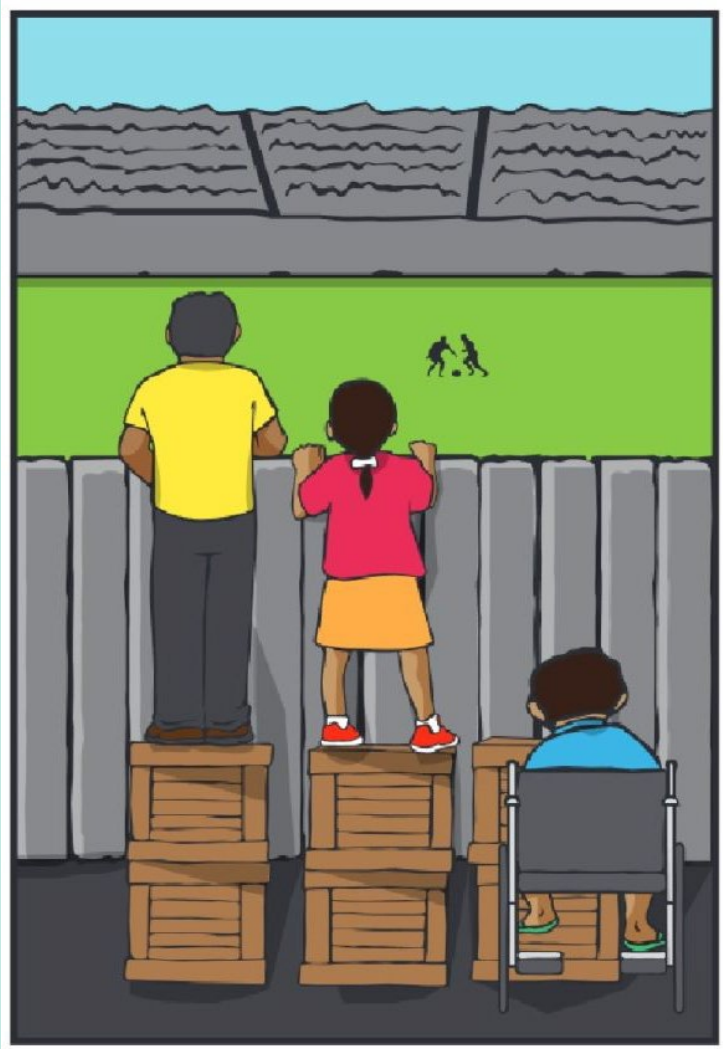
IT'S TIME TO TALK ABOUT...

**WHY?**



# EQUALITY VS. EQUITY

IT MAKES A DIFFERENCE





# A NUMBER TO REMEMBER

IT ADDS VALUE

**£249 billion**

# INCLUSIVE INNOVATION

IT BENEFITS EVERYONE

A



B



BE BEYOND BORDERS.



IT'S TIME TO TALK ABOUT...

**WHAT?**



# REASONABLE ADJUSTMENTS

WHAT ARE SOME EXAMPLES?

**Physical Environment**

**Working arrangements**

**Policies & Processes**

**Tools & Systems**

**Communication style**

**What else...?**

# 'REASONABLE' ADJUSTMENTS

## WHAT DO WE MEAN?

1. What are the different options to remove or lower the barrier(s) faced?
2. What will be the impact for the individual and for the organisation?
3. What are the PROs and CONs of both implementing and not implementing the change?
4. How effective are each of the options?
5. How practical are they?
6. What is the cost and value of each?
7. What are the resources needed and available in the organisation to take action?

**REACTIVE**

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**PROACTIVE**

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**ANTICIPATORY**





IT'S TIME TO TALK ABOUT...

**HOW?**



# ASKING IS CHALLENGING

WHY SO MANY OF US DON'T ASK

I didn't know I could

What will people think/ say?

Will it impact my career progression?

I have no idea what to ask for

What if I ask and then nothing happens?

What else...?

# A USEFUL FRAMEWORK

TO PREPARE THE CONVERSATION

## DEARMAN

- **DESCRIBE** the current situation
- **EXPRESS** your feelings and opinions about the situation
- **ASSERT** yourself by asking what you want
- **REINFORCE** by explaining the positive effects
- **MINDFUL** by staying focused on your goals
- **APPEAR** confident, effective, and competent
- **NEGOTIATE** being willing to give and get



# AND FOR LEADERS

## SAFE SPACE AND OPEN DIALOGUE

1. Create and foster **safe spaces**
2. Have **conversations individually and collectively** with everyone in your team about preferred ways of working and communicating
3. **Offer and implement** reasonable adjustments systematically and in an anticipatory manner
4. Adopt a **strength and performance-based** approach vs. deficit and presence-based
5. **Consistently call in or out** any behaviours that differ from these commitments



APPRECIATION

ACCEPTANCE

AWARENESS



**“VULNERABILITY SOUNDS LIKE TRUTH AND FEELS LIKE COURAGE. TRUTH AND COURAGE AREN'T ALWAYS COMFORTABLE, BUT THEY'RE NEVER WEAKNESS.”**

**- BRENÉ BROWN**



# LET'S CONNECT

- **LinkedIn:** [Solène Anglaret](#)
- **Instagram:** [@bebeyondborders](#)
- **YouTube:** [@bebeyondborders](#)
- **Facebook:** [Be Beyond Borders](#)
- **Website:** [Be Beyond Borders](#)



A top-down view of several hands of various skin tones (dark brown, medium brown, light brown, and fair) reaching in from the edges of the frame to form a circle. The hands are positioned as if they are holding each other or a central point, creating a sense of unity and support. The background is a dark, textured grey.

**THANK YOU**