ADJUSTMENTS - THE WHY, WHAT AND HOW

SOLÈNE ANGLARET
21 SEPTEMBER 2023
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!
<table>
<thead>
<tr>
<th>Role</th>
<th>Organisation</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waitress / Shop Assistant</td>
<td>Grieghallen / Audhild Viken</td>
<td>Norway</td>
<td>1 year</td>
</tr>
<tr>
<td>Human Resources Intern</td>
<td>Aptar</td>
<td>France</td>
<td>1 month</td>
</tr>
<tr>
<td>Radio Journalist Intern</td>
<td>NRJ</td>
<td></td>
<td>1 month</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>Aptar</td>
<td>US</td>
<td>3 months</td>
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<tr>
<td>Procurement Intern</td>
<td>Airbus</td>
<td>France</td>
<td>2 months</td>
</tr>
<tr>
<td>Risk Management Adviser</td>
<td>Veolia Water</td>
<td></td>
<td>1 year</td>
</tr>
<tr>
<td>Risk Manager</td>
<td>Veolia</td>
<td>UK</td>
<td>1 year</td>
</tr>
<tr>
<td>Transformation Project Manager</td>
<td></td>
<td></td>
<td>1 year</td>
</tr>
<tr>
<td>End-to-End Project Manager</td>
<td>Thomas Cook</td>
<td>Germany / UK</td>
<td>8 months</td>
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<tr>
<td>Business Development Associate Director</td>
<td></td>
<td>China</td>
<td>2 years</td>
</tr>
<tr>
<td>Founder, Author, Presenter</td>
<td>Be Beyond Borders</td>
<td>Australia</td>
<td>5 years</td>
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<tr>
<td>Area Manager</td>
<td>Expedia Group</td>
<td>Australia</td>
<td>2 years</td>
</tr>
<tr>
<td>Director of People &amp; Culture</td>
<td>Harri</td>
<td></td>
<td>6 months</td>
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<tr>
<td>Diversity &amp; Inclusion Lead</td>
<td>Innovate UK KTN</td>
<td>UK</td>
<td>1 year</td>
</tr>
<tr>
<td>Programme Manager Disabled Innovators</td>
<td>Innovate UK</td>
<td></td>
<td>1 year</td>
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</table>
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
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    >    PROACTIVE    >    ANTICIPATORY
IT’S TIME TO TALK ABOUT...

HOW?
## ASKING IS CHALLENGING

**WHY SO MANY OF US DON’T ASK**

<table>
<thead>
<tr>
<th>I didn’t know I could</th>
<th>What will people think/ say?</th>
</tr>
</thead>
<tbody>
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<td>Will it impact my career progression?</td>
<td>I have no idea what to ask for</td>
</tr>
<tr>
<td>What if I ask and then nothing happens?</td>
<td>What else...?</td>
</tr>
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</table>
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
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
“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
IT'S TIME TO TALK ABOUT…

THANK YOU