



The **Spiky Bureau**

Speaker Engagement Proposal

Neuroinclusive hiring in practice



Neurodivergent talent is navigating obstacles you don't know exist

I'd like to share with your audiences how it undermines their strategic hiring decisions and what we can do about it

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The Keynote Pitch

Screened out before I could stand out:

The barriers you didn't know exist for neurodivergent talent and why it matters

Keynote description

Through personal narrative of barriers faced as a proud Autistic woman with ADHD, this keynote explores the shortcomings of traditional hiring practice. Liani speaks candidly with the dual experience having been in both hiring and candidate seats.

She will use tangible examples to highlight how advantageous neurodivergent strengths are filtered out, how that hinders our strategic hiring decisions and what some practical solutions look like.



The Keynote Pitch

Screened out before I could stand out:

The barriers you didn't know exist for neurodivergent talent and why it matters

Audience leaves with:

- insight to invisible barriers candidates face
- deeper understanding of neuroinclusive hiring through personal anecdote
- perspective on how traditional metrics can block access to neurodivergent talent
- recommended starting points to reconsider recruitment practice
- QR code to download free neuroinclusive hiring design playbook

Proposed Structure

Audience: Talent acquisition teams

Format: In-person keynote

Duration: +/- 25 minutes with time for questions

Investment: Upon request



The Workshop Pitch

Clarity in hiring for neuroinclusion and strong decision-making:
How 'great stakeholder management & strong communication skills' let you down

Key Takeaways

This practical workshop breaks down anonymised job ads to pinpoint where generic language and formatting oversight amplify barriers for neurodivergent talent. Liani will walk you through how well-intended, but vague, advertising can distort assessment and decision making.

Considered and neuroinclusive hiring practices leaves us with a stronger talent pool with the skills to drive performance. We explore how to tangibly leverage clarity to communicate inclusively and make equitable and well-informed hiring decisions.



The Workshop Pitch

Clarity in hiring for neuroinclusion and strong decision-making:
How 'great stakeholder management & strong communication skills' let you down

Audience leaves with:

- insight to where language and visual communication creates unnecessary barriers in hiring
- knowledge of how to use specificity in job descriptions to their advantage
- examples of what clarity can look like in drafting job adverts for immediate application
- understanding of neuroinclusive, and mobile-friendly, formatting
- confidence to translate theory to their own advertising practice
- QR code to download free neuroinclusive hiring design playbook

Proposed Structure

Audience: Talent acquisition teams

Format: In-person or virtual workshop

Duration: +/- 1 hour

Investment: Upon request



Hello, I'm Liani

My background spans:



corporate
multi-nationals



NASDAQ-listed
corporations



tertiary
education



humanitarian
not-for-profit

I bring lived experience as an Autistic woman with ADHD alongside my expertise as an HR and communications professional to my practice.

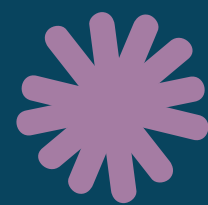
Storytelling and relatability are the tools I use to make complex and often sensitive topics for talent acquisition teams clear, human and actionable. I care deeply about communicating to convey understanding, without assumptions, jargon and what 'should' be.

I invite talent acquisition to the table to join in the conversation about how we can work towards practice that hires skills for strategic advantage and retires metrics that no longer serve our talent objectives.

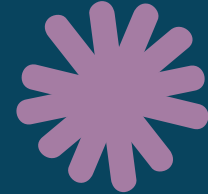


About The Spiky Bureau

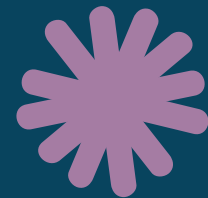
Attract and retain neurodivergent talent as a strategic advantage



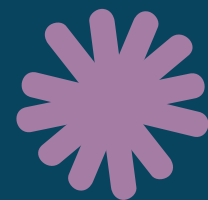
We partner with HR, People & Culture and leadership teams to identify the systems, processes and everyday workplace norms that can unintentionally create barriers and stifle neurodivergent potential.



We help organisations move beyond inaction and awareness-raising with evidence-informed practice into tools, strategies and frameworks.



We offer bespoke solutions to embed neuroinclusion across recruitment & onboarding, communication, performance, team culture and broader employee lifecycle design.



We meet you where you're at with an approach that is practical, direct and accommodating for your needs, so you can translate what neuroinclusion looks like in real hiring and workplace conditions.





Contact Details

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