



The Langley's **Office of Diversity and Equal Opportunity** in collaboration with the **Employees Enabled and Empowered Employee Resource Group** and are excited to present

LEADING THE NEURODIVERSE

HOW EFFECTIVE LEADERSHIP OF THE NEURODIVERSE CAN UNLEASH THEIR POTENTIAL
TO IMPROVE YOUR ORGANIZATION AND MAKE YOU A BETTER LEADER

THURSDAY, APRIL 22, 2021
2:30PM - 3:30PM

Dr. Tom Edwards pursues organizational innovation from the three perspectives of research, practical application, and teaching. Tom began his career as an engineer working on rocket motor and spacecraft projects. His many years of practical experience include driving innovation from the top management team of a NYSE-listed company and as an independent consultant. This practical experience is augmented by doctoral research into what makes organizations innovative. Tom has served as an executive with profit and loss responsibility for a strategic business unit of a NYSE listed manufacturing firm focused on water and air pollution control products. Tom then accepted the challenge of building a culture of innovation at the company, an effort that resulted in significant new products that made significant contributions to the performance of the businesses. Tom's current challenge is building a graduate program in leadership for the college of engineering at Temple University in Philadelphia.

Tom began to apply management principles to the leadership of neurodiverse employees in 2015. The complete lack of research into this question led Tom to develop a workshop for industry practitioners that began to build a body of practical knowledge. Tom has spoken on this topic at numerous organizations including SAP Inc., the Children's Hospital of Pennsylvania (CHOP), the National Agricultural Library, and the 2021 Villanova University TEDx conference. Additionally, Tom has made sure that the graduates of the Engineering Management program at Temple University are equipped to step up this challenge in the workplace. Several of these graduates have become involved in the autism-at-work programs at their organizations.

Neurodiversity as defined by Psychology Today: *"is the idea that neurological differences like autism and ADHD are the result of normal, natural variations in the human genome. This represents a new and fundamentally different way of looking at conditions that were traditionally pathologized. Many individuals who embrace the concept of neurodiversity believe that people with differences do not need to be cured; they need help and accommodation instead. They look at the pool of diverse humanity and see—in the middle—the range of different thinking that's made humanity's progress in science and the creative arts possible."*



GUEST SPEAKER
DR. TOM EDWARDS

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