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The bit about me...



In the next 30 minutes
anything could happen...



Being a manager of people.

- Approaches
- Strategies
- Q&A



Disclaimer



Being a Manager.
What does that effectively mean?



If someone is willing and able to do their job, and yet they can't do it, it's the responsibility of the manager to resolve the problem.



Team(s) of 11 + 1+1

- BBC Technical Guidelines
- Engineering/UX Research
- Training
- Evaluation

Systems, VR, Voice, Mobile...



Three declared with ASD





Already in the BBC... by avoiding a formal interview

- iPlayer Radio
- Accessibility Specialist
- Awsome Developer
- Comes with a free lion

BBC



What was my role?

Stop things from getting in the way of Jamie doing his job...



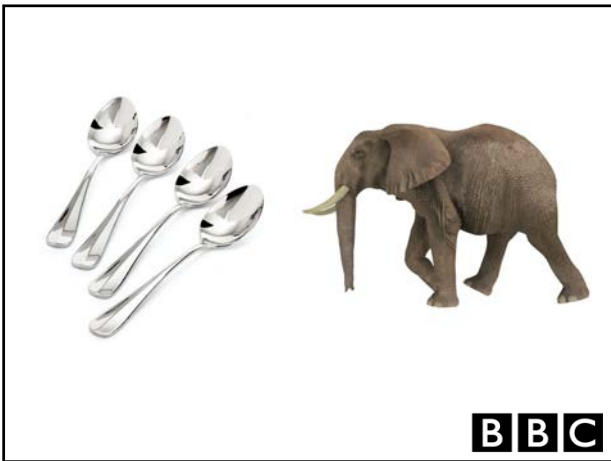
1. This needs a holistic approach... what happens outside of work and what happens at work can be blurred.



2. Whether the day will be successful or not has probably already been decided by 9am.

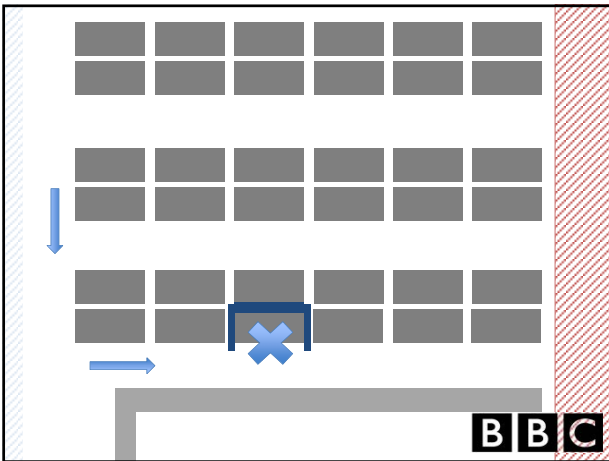






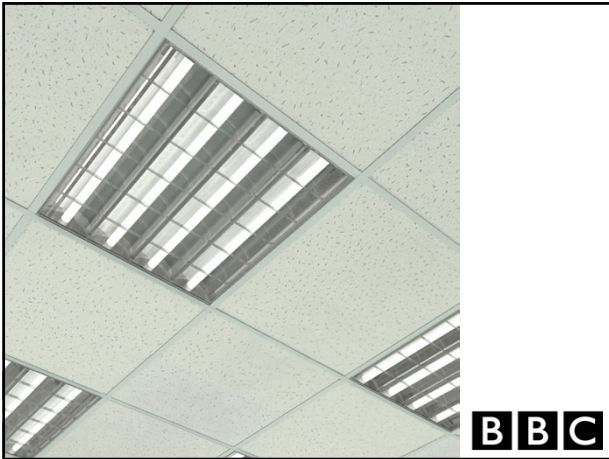






3. The light

BBC







5. My Clothes





“Your head is more flesh coloured than most people’s”



6. Flexibility

Time or Output?

Do you need to be in the office?

Do you need to work standard hours?

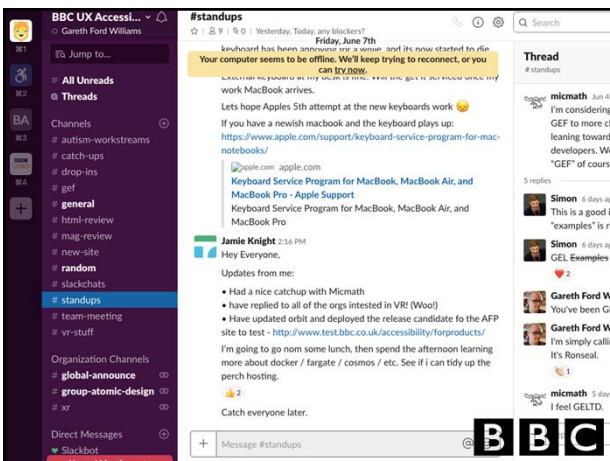


7. Communication

“...a good communicator...”

Really?





8. Decompression







BBC GEL

BBC UX&D **CAPE**
creating a positive environment

Visual

Many neurodiverse people are sensitive to light levels, flickering lights, strong reflections, bright bold colours and busy patterns. Lighting and reflection can also be difficult for those who are neurotypical.

Lighting

Type of check	What to look for	Undesirable	Desirable	Environmental Score	Action Required?	Reasonable Adjustment
Lighting quality is very important to those with neurodivergent conditions.	Is the illumination in the room suitable for members of staff and visitors? Can you choose lighting and furnishings which minimise reflection? LED lights are often a better choice.			1	Yes	Yes
				2	No	No
				3		
				4		
				5		

BBC

Approaches:

Take the responsibility as a manager to fix the fixable.

Be creative, collaborative and flexible.

Enable communication.

Make plans together.

BBC