



Knowledge Now: Strengthening Your Organization through Innovation, Diversity and Inclusion

Knowledge Now is a comprehensive and immersive program that supports the foundation and establishment of a well-developed, culturally supported and internally driven effort to optimize the inclusion and value of colleagues with disabilities within your organization.

With careful consideration of your company culture, this service takes a holistic approach to enhancing your organization's relationship to employees, management and clients with disabilities. *Knowledge Now* supports and facilitates your efforts to establish a diverse and inclusive environment around people with disabilities and reflect that commitment to the public. You will benefit from a fully engaged staff, and appreciative clients and partners.

A Tailored, Expert Approach

The *nAblement Knowledge Now* program begins with a careful assessment of your company's needs. We work with your team to identify the solution and approach that makes the most sense for your organization and its goals.

Diversity and Inclusion Orientation and In-house Training

This is an initial opportunity to introduce your organization to principles, practices and etiquette around the concepts and realities of diversity and inclusion in the workplace with a focus on disability. The training is a comprehensive program structured into three components:

- **Diversity and Inclusion Orientation, viewing of *The forerunners* documentary film and Q&A session with co-producer and nAblement Managing Director Pat Maher**

Winner of the Silver Hugo at the 2010 Chicago International Film Festival, this one-hour introduction to disability, the professional workforce, and recognizing qualified candidates with disabilities as viable resources is intended to establish a foundation for deeper education and implementation of a proactive program to support inclusion.

- **Disability as Diversity Workshop**

This engaging and exercise-driven two-hour workshop teaches participants key principles of diversity—with a focus on disability—and how to practice inclusive behaviors in the workplace.

- **Breaking Down Barriers Moderated Panel Discussion**

This facilitated panel promotes a candid dialogue between businesses and the disability community around the topics of work, productivity, accommodation, and the challenges and value of supporting a diverse workforce. Panelists represent the diversity of disability in terms of age, gender, type of disability (hearing, vision, mobility, learning, other) and racial/cultural differences.

“The *Knowledge Now* program was informative and pertinent. I am confident that I speak on behalf of every Delta leader and employee, when I say that we are better informed and prepared to improve the level of service we offer our customers with disabilities because of it..”

- Don O'Leary, General Manager of Operations, Delta Airlines

Why Knowledge Now?

nAblement's Knowledge Now program provides an immersive opportunity to practice inclusion and learn how to:

- **Work effectively with colleagues with disabilities**
- **Address myths and language**
- **Understand the diversity of disability**
- **Reduce hiring anxiety**
- **Provide accommodations**
- **Put a personal face on disability**
- **Make the business case for hiring**
- **Personalize support for managers and staff**
- **Strengthen less experienced employees' soft skills**
- **Deepen team unity**
- **Address and resolve any challenges or issues quickly**
- **Let customers and staff know that you support inclusion**
- **Gain access to trusted and expert advisors for complex challenges**

Coaching, Counseling and Mentoring Management and Staff

The following initiatives provide your organization's management team, staff and colleagues with disabilities with access, personal interaction and support from expert resources. We recognize that each situation, opportunity or challenge related to supporting a colleague who manages a disability requires insight, empathy and direction. Through our *Knowledge Now* program we provide the resources and tools to support your success.

- **Fundamentals of Title I** – Receive actionable insights into the nuances and requirements of the Americans with Disabilities Act (ADA) title related to the screening, interviewing, hiring and supporting of qualified candidates/employees with disabilities.
- **One-on-One or Team Meetings** – Encourage the timely resolution of challenges within the workplace with individual or team meetings with management or team members.
- **Business Acumen Mentoring** – Gain business-minded guidance and insight for your staff with disabilities to support their optimum productivity and long-term success.
- **Employee Orientation to Facility and Surroundings** – Support your employees' successful integration into the organization and workplace from the very first day on the job.
- **Trusted, Expert Advisors for Complex Challenges** – Access professionals in employment law, benefits, health and academic disciplines for counsel on complex challenges.

Targeted Resources, Deliveries and Tools

Knowledge Now gives you access to a wide array of resources and support—from tools to strengthen your Web site's accessibility or your outreach efforts to developing proactive candidate searches and company-wide education on key challenges for the disability community.

These include:

- Web Accessibility Audit and Actionable Executive Report
- Timely and Topical Coverage on Career and Disability
- Candidate Sourcing and Initial Screening
- Employee Resource Group (ERG) Planning and Launch
- Support for Corporate Event Planning and Execution

Who Is *Knowledge Now* Right for?

- Companies that employ professionals with disabilities
- Organizations that want to tap into this valuable labor pool
- Anyone who needs help better understanding the ADA and its application to the workplace.
- Any entity that engages the disability community, whether as employees or clients
- Forward-thinking companies that want to fully embrace a diverse workforce

About nAblement

nAblement is a unique channel of SPR Companies focused on supporting the training, mentoring, networking, placement and professional growth of qualified candidates with disabilities into technology roles.

nAblement's Managing Director Pat Maher has served the disability community for over three decades, working with companies ranging from Fortune 500 to technology start-ups. He is the president of the Board of Directors for The National Spinal Cord Injury Association, the co-producer of the award-winning documentary *The forerunners*, and the recipient of the 2009 Henry Betts Employment Advocacy Award.

For a complimentary assessment of your organization's overall engagement with the disability community, contact nAblement at 630-220-8895 or pmaher@nablement.com.