

**Introduction to Supporting Adults With  
Diverse/Complex Needs in the Work Place  
Including Acquired Brain Injury, Disintegrative Conditions,  
Disability, Mental Health  
Autism Spectrum Disorders and Trauma**

**Program Outline**

- Review of target groups and needs commonly identified and requiring support or adaptation in the workplace
- Legislative requirements and organisational policy
- Information processing, learning and communication styles
- Identifying employee strengths relating to complex needs; it isn't always about deficit!
- Executive functioning, employee autonomy and decision making
- Organisational and workplace culture
- Supporting Routines, Change and Adaptation
- Identifying, defining, and developing strategies to support complex behaviour
- Employee pathways
- Cost and benefit to organisations

**Costs:** TBA

**When:** This is a Full day Workshop    **Where:** TBA by your line manager

**Who should attend?**

This workshop is targeted toward Human Resource, Disability and Education staff, Non-Government Organisations, Training Providers and those working with or supervising individuals with complex needs in the workplace. This workshop will be of benefit to anyone wanting to understand complex needs in real world terms to identify strengths, define support and adaptation planning, develop strategies and human resource goals from a social justice and strengthening organisations perspective.

**Who is your presenter?**



Mr Night has over 10 years experience working in, developing and managing services for children and adults experiencing extreme complex needs and behaviour. This has included teaching at the Brisbane Youth Detention Centre, supporting clients with extreme behaviour in secure settings through mental health and forensic services through Disability Services Queensland, as well as, within a wide range of community based and secure care contexts, transition services and lifestyle support planning areas. River is passionate about identifying the strengths of individuals with complex needs and supporting services to strengthen their work force by the inclusion and maintained employment of individuals who, with effective and clear support planning can be a valuable asset to an organisation.

Working originally within Special Education settings and then developing and managing services with disability specific organisations and those supporting adults with extreme complex need throughout Queensland including mental health, acquired brain injury and physical support needs, he brings both a professional, academic and real life approach to developing support planning for adults accessing the workplace. River currently works with services and families developing support planning for young people and adults with complex needs directly, through consultation, group training and development. He has also recently moved to Tasmania and has a number of projects he is working on in raising community awareness of disability, complex need and behaviours, adults with complex needs accessing workplaces and employment, writing and developing policy and procedure for organisation and rehabilitation through therapeutic care planning and skills development.

River has managed and developed programs funded by Child Safety, Disability Services, Commonwealth Carer, and NGO brokered programs throughout Queensland and Tasmania. He has studied special education, psychology and mental health through Griffith and the University of Queensland and is continuing his study in Psychology in 2011. His particular interest is individuals with extreme and complex support needs through disability and mental illness at a direct support and case level within a range of contexts. River has also done extensive work in quality systems, developing policy and procedure for organisations towards licensing, quality audit and organisational development. Through his extensive work in this sector he has identified a need for concrete support strategies and understanding for those involved with supporting people with complex needs at a grass roots and organisational level to complement the growing clinical and service level research and development.

*"we need to get back to the basics of how carers and professionals support people with complex needs in real, everyday environments"*

Mr Night is also an adult with Asperger's Syndrome. He was recently part of a talk back program with Prof. Tony Attwood and Counsellor Rachael Harris on 96.5 FM with Peter Janetzki in Queensland. You can download the Pod Cast here <http://www.96five.com/pages/content.aspx?pid=67>