

HR and Dyslexia

Rethinking Recruitment, Onboarding and Retention

HR and Dyslexia is a focused session presented by Chris Cole and Dorenda Britten of Unlock Innovation. Around 1 in 5 people are dyslexic, yet many workplace systems are not designed with this in mind. Chris leads the workshop as one of New Zealand's leading dyslexia thought leaders, with Dorenda contributing expertise in innovation and organisational change.

Designed specifically for HR professionals, people and culture leaders, talent acquisition teams and organisational decision-makers, this workshop explores how recruitment, onboarding and performance systems can unintentionally filter out dyslexic talent. The session provides clear insight into how dyslexic thinking presents in professional environments and how HR processes can be refined to reduce language load, processing pressure and structural barriers.

Through real examples and practical analysis of people systems, participants gain a structured lens to identify friction points and redesign processes so they better reflect strengths-based practice.



Chris Cole

New Zealand's Leading
Dyslexia Thought Leader

chris@unlockinnovation.co.nz



Dorenda Britten

Innovation Champion
& Enabler

dorenda@unlockinnovation.co.nz

Delivery

- In-person or online
- 2-hour masterclass

Learning Outcomes

Participants will be able to:

- Recognise patterns in recruitment and HR systems that unintentionally create barriers.
- Reduce unnecessary cognitive load within hiring, onboarding and performance processes.
- Adjust communication to reflect a strengths-based, capability-focused lens.
- Design practical dyslexia-informed adjustments across HR touchpoints.
- Understand how intentional system design influences performance, retention and inclusion. .
- Take practical steps towards dyslexia-informed ways of working

What You Receive

After the workshop you will receive:

- Participant evaluation form
- Report summarising feedback and insights from the session
- Workshop slides and supporting handouts

Also included:

- A short follow-up meeting with your HR manager or senior leader to discuss the report and practical next steps

Cost

\$3,500 + GST

Travel costs additional if required

For more information, visit:

www.unlockinnovation.co.nz

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