



Career Tips Thursdays: Session 42

Thriving as Your Authentic Self: Career Growth for Neurodiverse staff



Agenda

- **Welcome**
- **Why are we here and why now**
- **Panel discussion** with three neurodivergent colleagues
- **Q&A** session

Neurodiversity in the workplace

- What is Neurodiversity?
- Why are we having this session today?
- Why should we embrace Neurodiversity in the workplace?
(The importance of Neurodivergent Talents in the current context)





**Meet our
panelists**





Panelists

- 1. Kira Kruglikova, Geneva (UN)**
 - Director of Administration
- 2. Giorgio Figus, New York (UNICEF)**
 - Contracts Manager
- 3. Zoe Gan, Kuala Lumpur (UNICEF)**
 - Disability Inclusion Manager, Culture and Diversity Team



Kira Kruglikova

- **Current Role**

Director of Administration, UN Office Geneva from March 2023. Geneva, Switzerland

- **Background**

- Director of Conference Management (DCM), UNOG
- Chief of Production and Service, DCM, UNOG
- Executive Officer, DCM
- Administrative Officer, DCM
- U.S: diplomat 1991-2007 (Germany, India, Russia, Washington, Geneva, Estonia)
- Private sector pharmaceutical manufacturing 1988-1991

- **Type of neurodiversity**

Diagnosed with ADHD as an adult after son got diagnosed



Giorgio Figus

- **Current Role**

Contracts Manager with UNICEF Supply Division based in NYHQ, overseeing global institutional service contracting and digital procurement transformation.

- **Background**

Former Army officer with over 20 years of humanitarian and logistics experience

- **Organizations**

Worked with UNICEF, MSF, and Save the Children.

- **Field Experience**

Extensive work in complex emergencies including Somalia, Palestine, and many other locations



Zoë Gan

- **Current Role**

UNICEF Disability Inclusion Manager, Culture and Diversity Team

Disability inclusion advocate at UNICEF, leading efforts to advance disability inclusion in the workplace

- **Personal Background**

Has lived experience of neurodivergence and invisible disabilities, including Dyslexia, ADHD, and Dyspraxia.

- **Expertise & Experience**

Over a decade of experience in programming for children with disabilities and fostering inclusive organizational change for employees with disabilities.



Panel Discussion





Q&A Session

Evaluation form

Let us know your
thoughts about
the session!

<https://forms.office.com/e/T3z4ENH5ms>



Upcoming Career Tips Thursday sessions

20.11.2025 Habit and Agency: How to create lasting change in your career.

Tips on how you can thrive in the workplace : RESOURCES

- Fidget to Focus: <https://fidgettofocus.com/>
- Online Support Group for Neurodiverse Colleagues - https://teams.microsoft.com/l/meetup-join/19%3ameeting_MmExODlOTctNThlYS00MGNhLWI3YmYtMWI5NWFkOGI3YWNj%40thread.v2/0?context=%7b%22Tid%22%3a%22b3e5db5e-2944-4837-99f5-7488ace54319%22%2c%22Oid%22%3a%22fe96370d-f8f4-4dc9-8685-d92dc9de9d96%22%7d
- IOM lessons learned: jfreakes@iom.int