

DREAM TEAM LEADERSHIP SERIES

Diversity & Inclusion Creates Economic Advantage: On the mission to create 10,000 meaningful jobs for autistic adults with **Bob Siembida**



Bob Siembida, Business Development Executive at The Precisionists, Inc.

Bob Siembida is a professional sales executive with a distinguished 34-year career at notable firms. His PI profile tells us that he has a persuasive administrative style which allows him to be collaborative yet future-focused and fast-paced. Currently, Bob is responsible for business development at The Precisionists, Inc. (TPI), a U.S.-based IT services and business services firm that innovatively employs neurodiverse (e.g., autistic) people to deliver services to its clients. In 2016, founder and CEO, Ernie Dianastasis, launched The Precisionists with a mission to create over 10,000 IT and business services jobs for autistic adults. In doing so, The Precisionists is an example of an organization that is creating high-performing dream teams to change the life trajectory of people with neuro disabilities.



What is autism and what are the unique advantages associated with it?

Autism is a developmental disability characterized by difficulties with social interaction and communication. Yet, autistic people have incredible talents, such as attention to detail, focus, accuracy, pattern recognition, and precision. Studies show that autistic people problem solve 40% faster and are up to 150% more productive than their neurotypical peers. Additionally, The Precisionists has found them to be very loyal and reliable, with employment retention rates over 92%. When you consider these exceptional characteristics, one can better understand why they are such high performers and why they can make massive contributions to a business.

What problems are The Precisionists solving?

There are four critical problems that The Precisionists solve. First, The Precisionists is addressing the challenge that nearly 80% of autistic adults are either under-employed or unemployed. This challenge exists because traditional hiring practices generally don't work with this population. Second, The Precisionists is solving the labour shortage challenge experienced by many companies in key functional areas. Autistic workers represent an untapped labour pool that can provide exponential results. Third, every parent of a child with a disability struggles with the thought, "What will happen to my neurodiverse family member when I'm no longer able to support them?" The Precisionists provide these parents real hope for their child's future. Lastly, many companies have the vision and values to enhance their diversity programs, but they don't have the expertise and experience to implement them. The Precisionists has solved these four problems and has created new journeys for companies and autistic people through an innovative neurodiversity employment model.

How are The Precisionists helping to create dream teams?

When neurodiverse people are properly assessed and trained, they can become outstanding contributors to a business, given the right fit. The Precisionists bypasses the traditional HR interview and put its candidates through an intense training and assessment program to get them workplace ready. Once The Precisionists formulates a team to perform work for a client, they foster the integration of their neurodiverse teams with their clients' neurotypical teams. A project leader from The Precisionists manages the service deliverables to the client as well as provides the necessary support for its neurodiverse workforce. The bottom line is this: the combination of diverse thought, ideas, approaches, talents, and capabilities is a winning formula (i.e., a dream team) for sustainable performance and success. This is truly a business performance model.

What advice do you have for business leaders interested in a neurodiversity employment program?

Businesses that embrace neurodiversity can realize significant performance gains. The Precisionists can help your company create dream teams and realize the benefits that this untapped talent pool can provide, while also giving an often-overlooked group of highly talented people a real opportunity for life success. When organizations invest in D&I programs such as a neurodiversity employment program, they will achieve better results and increase their competitive advantage.

