

# **START THE CONVERSATION: UNDERSTANDING AND SUPPORTING NEURODIVERSITY**

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**MARCH 2025**





# Inclusive Change

## Training Services



Empowering teams with neurodiversity training to foster inclusive, supportive, and productive workplaces.

## Change Management Consultancy



Guiding organisations through inclusive change strategies that support neurodivergent and disabled employees.

## Practical Solutions



Offering actionable toolkits and resources tailored for real-world neuro-inclusivity in the workplace.

## Who We Are?

Inclusive Change is an independent consultancy dedicated to transforming workplaces. Our expert team combines decades of leadership experience with lived insights into neurodiversity, empowering you to build inclusive, high-performing teams and drive productivity.

## What We Do?

We provide training and support, for organisations to help build neurodiverse and inclusive workplaces where everyone can thrive. We aim to prepare organisations and individuals for the future workplace with neurodiversity in mind.

SCAN ME! >>>



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[inclusivechange.co.uk](https://inclusivechange.co.uk)

## Start the Conversation

### Introduction to neurodiversity

#### Description

Starting conversations about neurodiversity is often the first step we need to take to creating a more inclusive workplace.

**Start the Conversation** is an interactive workshop delivered face-to-face or online tailored to your business, including a Q&A session & dedicated webpage for follow up with slides and resources.



Thank you for the very engaging and educational training last Friday; it was very well received, great feedback informally from my colleagues.



#### Who is this for?

All employees, leaders & managers



#### Duration

90 Mins



#### Format

In person or online delivery



#### Price

From £599 + VAT  
Travel expenses will apply outside of Bristol

#### Outcomes

- An introduction to neurodiversity, common conditions, and behaviours.
- Dispelling myths about neurodiversity.
- Exploring the strengths and challenges of neurodiverse individuals.
- Reasonable adjustments and how to implement them.

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touch



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## Start the Conversation: Understanding and Supporting Neurodiversity

### 1. Introduction to Neurodiversity

- Definition of neurodiversity and its significance in society and the workplace.
- Overview of common neurodivergent conditions, including Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), Dyslexia, Dyspraxia, and more.
- Understanding neurodiverse behaviours and how they may present in different environments.
- The importance of embracing neurodiversity for fostering an inclusive and innovative workplace.

### 2. Dispelling Myths About Neurodiversity

- Common misconceptions about neurodiverse individuals and their capabilities.
- The reality of neurodivergent experiences: breaking stereotypes and challenging biases.
- Understanding that neurodivergence is not a limitation but a different way of thinking and processing information.
- Case studies showcasing successful neurodiverse individuals in various professional fields.

### 3. Strengths and Challenges of Neurodiverse Individuals

- Recognising the unique skills and perspectives neurodivergent employees bring to the workplace, such as creativity, attention to detail, problem-solving abilities, and innovation.
- Identifying potential challenges neurodiverse individuals may face, including sensory sensitivities, communication differences, executive function difficulties, and social interaction barriers.
- The role of managers and colleagues in fostering an environment that leverages strengths while supporting challenges.

### 4. Reasonable Adjustments and How to Implement Them

- The legal framework: understanding rights and obligations under disability and equality legislation.
- Examples of reasonable adjustments, including flexible work arrangements, assistive technology, modified communication styles, and workplace adaptations.
- How to create a neurodiversity-friendly work environment through inclusive policies and practices.