Lexxic
Empowering Neurodiversity

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# Neurodiversity Champions Programme

## Your Neuroinclusive Learning Journey



# An Organisation Wide Approach to Embedding Change

We recommend that organisations engage with our training as a connected, organisation wide approach rather than isolated sessions. Our learning options are designed to be used flexibly across roles and teams, allowing organisations to focus training where it will have the greatest impact.

By selectively engaging with different types of training over time, organisations can build practical capability and confidence, supporting neuroinclusive ways of working to become part of everyday practice and embedding ND Smart capability in line with organisational priorities.

### The Four Levels of Organisational Capability

**Our core learning journey is structured across four key layers:**

**1** **Neurodiversity Masterclass**

**2** **Neurodiversity for Line Managers**

**3** **Neurodiversity Champions**

**4** **Organisation-wide Awareness**

We also offer **Specialist Workshops** in a range of topics to provide deeper or more bespoke capability-building.

With nearly two decades in neurodiversity, we have seen this approach deliver lasting cultural change and continually improve ND Smart capability.

# Neurodiversity Champions Programme

### Who this is for

**The Neurodiversity Champions Programme is designed for individuals who want to play an active role in shaping a more neuroinclusive workplace.**

Champions act as a bridge between policy and practice, helping to raise awareness, support colleagues, and embed inclusive approaches day-to-day. The programme equips them with the knowledge, language and practical tools to do this with confidence and credibility.

Anyone can be a Neurodiversity Champion. Many of the people who complete this programme have a personal connection themselves, through family etc.. however... you don't need to have personal, lived experience of neurodivergence. All you need is an appreciation and passion to promote the positive impact a neurodiverse team can have.



**Neurodiversity Champions play a key role in turning good intentions into everyday practice.**

By becoming a Champion, you can:

- Build the confidence to support neurodivergent colleagues in a practical, informed way
- Help create a culture where people feel understood, included and able to perform at their best
- Act as a trusted point of contact, bridging the gap between employees, managers and HR
- Influence how policies and processes are experienced in real life – not just how they are written
- Contribute to a more consistent, fair and proactive approach to inclusion across the organisation

It's an opportunity to develop your own skills while making a meaningful difference, supporting both individual wellbeing and organisational performance.





## How it's delivered

One day online or in-person workshop.

## Purpose

To develop a confident, visible network of champions who can drive neuroinclusive practice, provide informed support and reinforce progress across the ND Smart journey.

## What you will learn

By the end of this session, you will be able to:

- Understand neurodiversity and recognise the value of different thinking and processing styles at work
- Understand how neurodiversity intersects with mental health and other individual differences, appreciating the broader context of inclusion
- Clarify the role and responsibilities of a Neurodiversity Champion within the organisation, ensuring effective advocacy and support
- Champion and lead culture change, fostering an environment where neurodiversity is recognised, valued, and actively supported across the organisation

> **I really enjoyed the session, and it definitely has helped step up my knowledge.**
>
> – Managing Director

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