Lexxic
Empowering Neurodiversity

DO IT

Neurodiversity for Line Managers

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 for Line Managers

Who this is for

People managers and leaders.

This programme is designed for people managers and leaders responsible for team performance, wellbeing and day-to-day support.

Managers are often the first point of contact for neurodivergent employees, yet many feel unsure how to respond confidently and appropriately.

This session helps managers understand neurodiversity in a practical workplace context, navigate performance and employee relations situations, and implement effective, proportionate adjustments. It also provides clarity on responsibilities under the Equality Act 2010.

The focus is on building confidence to make balanced decisions that support both the individual and the business.

This is not just about reducing risk. It is about enabling managers to get the best from their people, improving performance, engagement and retention through a more neuroinclusive approach.



How it’s delivered

2 hour online or in-person. E-learning option available.

Purpose

To equip managers with the confidence, skills and tools to support neurodivergent team members fairly, consistently and sustainably.

What you will learn

By the end of this programme, managers will be able to:

- Understand neurodiversity and appreciate its significance for effective management within teams
- Foster a psychologically safe workplace that encourages open discussion and meaningful dialogue about neurodivergent experiences
- Identify the ways in which neurodiversity can influence individual performance, wellbeing, and communication styles
- Conduct sensitive, structured conversations to explore individual needs and determine appropriate workplace adjustments





> **I appreciated the insight that you provided to us and have already started to try out some new techniques.**
>
> – Group HR Director

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