Lexxic
Empowering Neurodiversity

DO IT

Organisational Neurodiversity Awareness

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.

Organisational Neurodiversity Awareness

Who this is for

All employees.

How it's delivered

1 hour webinar or 2 hour workshop online. E-learning option available.

Purpose

To build a shared, organisation-wide understanding of neurodiversity, inclusive language and everyday actions that enable colleagues to thrive – creating the cultural foundations required for ND Smart activity.

What you will learn

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

- Identify common neurodivergent traits and appreciate the settings and support systems that enable individuals to flourish
- Communicate more confidently using neuroinclusive language
- Recognise the organisational benefits of embracing neurodiversity
- Understand how to seek out and put in place relevant support and reasonable adjustments within the organisation

> **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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