



The Neuro Inclusion Project

Neuro-Inclusive Training for Organisations Under Pressure

Practical, trauma-aware programmes that reduce burnout, disengagement, and avoidable risk... by redesigning how work is experienced, not by asking people to cope harder.

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Why Organisations Come to Us

Organisations rarely come to us because they “want more neurodiversity training”.

They come because something is no longer working.

Often, they are experiencing one or more of the following:

- Neurodivergent staff burning out despite adjustments being in place
- Managers unsure how to lead without causing harm or escalation
- Performance issues that intensify when addressed
- High sickness absence with no clear clinical cause
- Teams feeling tense, brittle, or emotionally unsafe
- Inclusion efforts increasing complexity rather than reducing risk

What these organisations share is not a lack of care or intent.

They are operating inside systems that place **unmanageable load on the nervous system**.

Our Core Position

Most challenges labelled as “neurodiversity issues” are not individual capability problems.

They are **environmental, relational, and systemic failures**.

When work is:

- cognitively overloaded
- emotionally unsafe
- poorly signalled
- unpredictably evaluative

...people do not disengage by choice.

Their nervous systems move into protection.

This shows up as:

- shutdown
- emotional reactivity
- withdrawal
- inconsistency
- absence
- performance decline

Our work helps organisations **recognise and redesign these conditions**... before they escalate into burnout, grievance, or attrition.

What Makes Our Work Different

The Neuro Inclusion Project delivers training that is:

- **Neurodivergent-led**
- **Trauma-aware without being therapeutic**
- **Grounded in nervous system science**
- **Focused on systems and leadership behaviour**
- **Designed for real operational environments**

We do not deliver awareness theatre.

We do not ask neurodivergent people to adapt harder.

We do not confuse inclusion with accommodation checklists.

We focus on **how work actually lands**... and what needs to change to make it sustainable.

How Our Training Is Used

Our programmes are commissioned when organisations need to:

- Reduce burnout and sickness absence
- Stabilise teams under pressure
- Improve retention of neurodivergent staff
- Support managers navigating complexity
- Create psychological safety without lowering standards
- Redesign communication and workflow at scale

All programmes can be delivered:

- In person or live virtual
- As standalone interventions or part of a wider programme
- With sector-specific contextualisation (corporate, NHS, education)

Our Training Programmes

Neurodiversity Foundations

Establishing a Safe, Accurate Baseline

When organisations typically commission this programme

This programme is usually commissioned when:

- Teams are working with neurodivergent colleagues but lack a shared understanding
- Behaviour is being misinterpreted as attitude, disengagement, or capability issues
- Inclusion conversations feel tense, awkward, or polarised
- Managers and staff are unsure what language is safe or appropriate
- Neurodivergent staff report feeling misunderstood or scrutinised
- Organisations want to “get this right” but don’t know where to start

At this stage, organisations often sense that **misunderstanding itself has become a risk.**

What is usually happening underneath

Most teams are operating with:

- partial or outdated information about neurodivergence
- stereotypes disguised as common sense
- pressure to be inclusive without practical guidance
- fear of saying the wrong thing
- inconsistent responses to the same behaviours

This creates:

- anxiety across teams
- silence rather than curiosity
- over-correction or avoidance
- increased masking and exhaustion for ND staff

This programme addresses that foundation directly.

What this programme is designed to do

This training establishes a **shared, accurate, non-pathologising framework** for understanding neurodivergence at work.

It is designed to:

- replace myths with usable understanding
- reduce fear and misinterpretation
- create a common language for safety
- lower tension without lowering standards

This is not about personal disclosure.
It is about **collective competence**.

What happens during delivery

This is not a passive awareness session.

Participants work through:

- common workplace scenarios involving ND behaviour
- how executive functioning differences show up in practice
- how stress and threat affect attention, communication, and regulation
- how everyday language can increase or reduce harm
- what supportive responses actually look like

The emphasis is on **understanding behaviour in context**, not labelling people.

Key areas explored

Neurodivergence fundamentals

- ADHD, AuDHD, autism and executive functioning
- Moving beyond stereotypes and surface traits

Emotional dysregulation & nervous system stress

- Why stress changes behaviour
- How regulation differs across people

Sensory processing

- Sensory load in modern workplaces
- Shutdown vs overwhelm vs disengagement

Language, stigma & trauma-informed practice

- Why intention is not the same as impact
- How everyday language creates safety or threat

Masking & psychological safety

- Why masking increases burnout
 - Psychological safety as a biological need, not a “nice to have”
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What changes after this programme

Organisations typically notice:

- reduced misunderstanding and friction
- increased confidence across teams
- clearer, calmer communication
- fewer unnecessary escalations
- ND staff reporting feeling safer and more understood

This programme often becomes the **foundation** for leadership or systems-focused work.

How this programme is usually delivered

- Half-day or full-day formats
 - In-person or live virtual
 - Suitable for whole teams or mixed roles
 - Sector-contextualised where needed
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Important boundaries

This programme:

- is not therapy
- is not diagnostic
- does not require disclosure

It provides **shared understanding**, not individual assessment.

Neuro-Inclusive Leadership Training

Leading Without Causing Harm

When organisations typically commission this programme

This programme is most often commissioned when:

- Managers are under sustained pressure and unsure how to lead safely
- Neurodivergent staff are burning out despite adjustments being in place
- Performance conversations escalate rather than resolve issues
- Leaders feel they are “walking on eggshells” or avoiding difficult conversations
- Sickness absence, disengagement, or turnover is rising without a clear cause
- HR and People teams are repeatedly brought into situations that feel preventable

At this point, organisations usually recognise that **good intent is no longer enough...** and that leadership behaviour itself has become a risk factor.

What is usually happening underneath

In most organisations, leaders are being asked to:

- maintain performance
- meet targets
- manage risk
- support neurodivergent staff
- uphold inclusion commitments

...without being taught **how nervous systems respond to authority, pressure, feedback, or uncertainty.**

As a result:

- feedback is experienced as threat
- urgency becomes overwhelming
- inconsistency is misread as attitude
- emotional responses are labelled as “unprofessional”
- managers over-correct into micromanagement or avoidance

This programme addresses those dynamics directly... without blaming leaders or lowering standards.

What this programme is designed to do

This training gives leaders **practical, usable capability**, not theory.

It helps leaders:

- understand how their behaviour lands under pressure
- recognise early signs of overload before escalation
- hold performance conversations without triggering shutdown or defensiveness
- maintain clarity and accountability while increasing safety
- reduce burnout risk without absorbing emotional labour

The aim is **stable, sustainable leadership**... not perfect leadership.

What happens during delivery

This is **not** a lecture-based or awareness-only session.

Delivery is highly applied and typically includes:

- real-world leadership scenarios drawn from workplace reality
- examination of common phrases and approaches that unintentionally increase threat
- practical reframing of feedback, escalation, and expectation-setting
- guided reflection on leadership presence, tone, and timing
- structured discussion of what to change immediately, not “one day”

Participants are not asked to disclose diagnoses or personal information.

The focus is on **behaviour, systems, and leadership practice**.

Key areas explored

Leading without micromanagement or avoidance

- Why control increases burnout
- How to provide structure without surveillance
- Balancing autonomy, clarity, and accountability

Psychological safety and co-regulation

- Leaders as nervous system regulators
- How tone, pacing, and predictability affect safety
- What co-regulation looks like in practice (not therapy)

Managing overwhelm, shutdown, and RSD

- Recognising early warning signs
- Responding without escalation or minimisation
- Reframing emotional intensity as threat response, not fragility

Workflow, workload, and expectation redesign

- Reducing unnecessary cognitive load
- Making expectations explicit without rigidity
- Preventing last-minute urgency becoming a norm

Performance management and escalation

- ND-affirming performance conversations
- Feedback that supports learning rather than withdrawal
- Trauma-aware escalation and absence handling

What changes after this programme

Organisations typically notice:

- Managers feeling more confident and less reactive
- Fewer crises reaching HR
- Improved quality of performance conversations
- Reduced ND burnout and attrition
- Clearer expectations and follow-through
- Increased trust between leaders and teams

Importantly, leaders report that **their job becomes easier**, not harder.

How this programme is usually delivered

- 1-day or 2-day formats
- In-person or live virtual delivery
- Adapted for corporate, NHS, or education settings
- Suitable for senior leaders, line managers, and HR

This programme is often used as:

- a standalone intervention
- the leadership strand of a wider neuro-inclusion strategy
- preparation for systems or workflow redesign work

Important boundaries

This programme:

- is not therapy
- is not diagnostic
- does not remove performance expectations
- does not require leaders to become clinicians

It **does** require willingness to reflect on leadership behaviour and systems.

Why organisations choose this programme

Organisations choose this training when they need leadership capability that:

- reduces risk rather than increasing it
 - supports neurodivergent staff without overburdening managers
 - aligns inclusion, wellbeing, and performance
 - holds under pressure
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Trauma-Aware Workplaces

Reducing Threat in High-Pressure Environments

When organisations typically commission this programme

This programme is typically commissioned when:

- pressure, pace, or change is affecting wellbeing
- teams feel tense, brittle, or emotionally reactive
- sickness absence is increasing
- conflict feels harder to resolve
- staff report feeling unsafe, scrutinised, or overwhelmed
- leaders sense that resilience messaging is no longer landing

At this point, organisations often recognise that **stress has become structural**, not individual.

What is usually happening underneath

In high-pressure environments:

- nervous systems remain in prolonged threat states
- minor issues escalate quickly
- communication becomes clipped or defensive
- mistakes carry disproportionate emotional weight
- shame and fear replace curiosity

These patterns are often mislabelled as:

- poor attitude
- resistance
- lack of resilience

In reality, they are **predictable nervous system responses**.

What this programme is designed to do

This programme helps organisations:

- understand how trauma responses show up at work
- recognise early signs of threat and overload
- reduce cumulative nervous-system load
- create safer relational environments

It does **not** turn workplaces into therapy spaces.
It gives people **practical understanding and safer responses**.

What happens during delivery

Participants explore:

- how stress responses actually function
- how threat changes communication and cognition
- why “stay calm” often backfires
- how misattunement occurs unintentionally
- what safety looks like in everyday interactions

The focus is on **prevention**, not crisis response.

Key areas explored

Nervous system states at work

- Freeze, flight, fawn and shutdown
- How these present in professional settings

Misattunement & emotional safety

- How small interactions create safety or threat
- Why ND staff are often more impacted

Reducing nervous-system load

- Identifying hidden pressure points
- Preventing cumulative stress

Shame-free culture

- Why shame destroys performance
- Moving from blame to regulation

Conflict without threat

- Creating safety signals
- Managing disagreement without escalation

What changes after this programme

Organisations typically see:

- calmer team interactions
- reduced sickness absence
- improved recovery after stress
- fewer reactive escalations
- stronger trust and cohesion

How this programme is usually delivered

- Half-day or full-day formats
 - Suitable for whole teams or high-pressure roles
 - Often paired with leadership training
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Important boundaries

This programme:

- is not trauma therapy
- does not require personal disclosure

It provides **shared understanding and safer ways of working.**

Neuro-Inclusive Communication & Workflow Redesign

When the Work Itself Is the Problem

When organisations typically commission this programme

This programme is commissioned when:

- Teams feel constantly overwhelmed despite working hard
- Misunderstandings recur even after conversations and training
- ND staff struggle with task initiation, prioritisation, or follow-through
- Meetings drain energy without producing clarity
- Instructions are interpreted differently across the same team
- Urgency and last-minute change have become normalised

At this point, organisations often realise that **individual capability is not the issue... the system is.**

What is usually happening underneath

In many workplaces:

- cognitive load is excessive and unacknowledged
- information is fragmented across channels
- expectations are implicit rather than explicit
- priorities shift without being clearly re-signalled
- sensory environments are unmanaged

For neurodivergent staff, this creates:

- decision paralysis
- task avoidance that is misread as disengagement

- increased errors under pressure
- burnout driven by constant cognitive strain

This programme addresses those issues **at the system level**.

What this programme is designed to do

This training helps organisations **redesign how work is communicated and structured** so it becomes:

- clearer
- more predictable
- less cognitively expensive
- easier to initiate and sustain

It focuses on **changing inputs**, not demanding more output.

What happens during delivery

This is a highly practical, applied programme.

Participants work through:

- real examples of internal communication
- how instructions are currently received vs intended
- where ambiguity and overload creep in
- how meetings, emails, and workflows can be redesigned
- what immediately reduces friction

The emphasis is on **small, structural changes with outsized impact**.

Key areas explored

Reducing cognitive load

- Identifying unnecessary complexity
- Simplifying without oversimplifying

ND-friendly communication

- Clear, accessible emails and instructions
- Meetings that create clarity rather than drain

Task initiation & follow-through

- Why “just start” doesn’t work
- Practical initiation supports

Sensory-safe team rituals

- Predictable check-ins and routines
- Reducing environmental strain

Workflow redesign

- Structuring work for ND brains
- Preventing urgency from becoming chronic

What changes after this programme

Organisations typically see:

- less overwhelm and rework
- fewer misunderstandings
- improved stability and focus
- clearer ownership and accountability
- better energy management across teams

How this programme is usually delivered

- Half-day or full-day workshops
- In-person or live virtual
- Often paired with leadership training

Important boundaries

This programme:

- does not focus on individual coping strategies
- does not rely on disclosure

It redesigns **how work flows**, not how people endure it.

Education & Schools Training

Creating ND-Safe Learning Environments

When settings typically commission this programme

This programme is commissioned when:

- behaviour incidents are increasing
- staff feel stretched, reactive, or burnt out
- pupils are struggling with regulation or attendance
- traditional behaviour frameworks are not working
- SEND demand is rising without adequate support
- leaders want calmer, safer learning environments

At this point, schools often recognise that **pressure is outpacing containment.**

What is usually happening underneath

In many education settings:

- behaviour is addressed without understanding regulation
- compliance is prioritised over safety
- sensory environments are unmanaged
- staff are expected to “hold more” without support
- neurodivergent pupils mask until they can’t

This leads to:

- escalation rather than learning
 - staff exhaustion
 - increased exclusions or absences
-

What this programme is designed to do

This training supports schools and colleges to:

- understand behaviour as communication
- reduce shame-based responses
- support regulation before compliance
- design environments that reduce threat

The focus is on **safety, learning, and sustainability.**

What happens during delivery

Participants explore:

- real classroom and corridor scenarios
- how nervous system stress shows up in pupils
- differences between meltdown and shutdown
- how adult responses can escalate or regulate
- practical environmental and relational changes

The approach is grounded, respectful, and non-blaming.

Key areas explored

Behaviour without shame

- Moving beyond punitive frameworks

Supporting AuDHD learners

- Attention, regulation, and demand load

Trauma-aware classrooms

- Predictability, pacing, and relational safety

Meltdown vs shutdown

- Recognition and appropriate response

Demand avoidance

- Understanding PDA through a nervous-system lens

Sensory mapping & environment design

- Classrooms, transitions, and shared spaces
-

What changes after this programme

Settings typically report:

- calmer classrooms

- improved pupil regulation
 - reduced behavioural incidents
 - increased staff confidence
 - improved learning conditions
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How this programme is usually delivered

- Half-day, full-day, or bespoke formats
 - Suitable for MATs, colleges, and SEND teams
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Important boundaries

This programme:

- does not replace SEND provision
- does not diagnose pupils

It strengthens **practice, environment, and understanding.**

Specialist Workshops

Targeted Interventions for Specific Challenges

When organisations commission specialist workshops

These sessions are commissioned when organisations want to address:

- a specific recurring issue
- a known pressure point
- a team-level challenge
- or a focused capability gap

They are often used to **complement wider training.**

What these workshops are designed to do

Specialist workshops provide:

- depth without overload
-

- clarity on one issue
- practical tools that can be applied immediately

They are short, focused, and intentionally contained.

Common focus areas include

- RSD & emotional intensity at work
 - ND-friendly feedback frameworks
 - Burnout and overwhelm prevention
 - Masking and authenticity
 - ADHD motivation and meaning
 - ND time perception & deadlines
 - Supporting ND staff in hybrid workplaces
 - Creating ND-safe meetings
 - Complex communication styles in ND teams
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What changes after these workshops

Organisations typically see:

- improved confidence around specific issues
- reduced tension in targeted areas
- clearer shared understanding
- practical shifts in day-to-day behaviour

A full specialist workshop list is available on request.

Important Boundaries

To protect organisations and staff, our work is **not**:

- Therapy
- Diagnostic
- Awareness-only training
- A replacement for reasonable adjustments

It **does** require leadership engagement and willingness to review systems.

Next Steps

Organisations typically begin with:

- A discovery conversation
- A pilot programme
- Or a targeted intervention

