



Neuro-Inclusive Leadership, ADHD & Trauma-Informed Systems

Speaker Pack for Organisations

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Why Organisations Book Neal

Most organisations don't book speakers because they want inspiration. They book speakers because something **isn't working**.

Typical reasons clients enquire:

- Senior leaders are exhausted but don't know *why*
- Neurodivergent staff are burning out, disengaging, or leaving
- Managers are anxious about "getting it wrong" around ADHD and mental health
- Performance conversations keep triggering shutdown or conflict
- Inclusion initiatives exist on paper but not in lived experience
- The organisation feels tense, brittle, or psychologically unsafe

Neal's work gives leaders **a clear explanation of what's happening, language for naming it, and practical shifts that reduce pressure immediately**.

This is not about labels.

It's about **how work actually feels inside the nervous system...** and what happens when systems ignore that reality.

What Makes This Speaker Different

Many talks on neurodiversity focus on:

- Awareness
- Lived experience stories
- "Be kinder" messaging

Those talks may be moving... but they rarely change behaviour.

Neal's work is different because it:

- Explains **why** behaviours occur (not just what they look like)
- Reframes "performance issues" as **system and leadership signals**
- Removes shame from ADHD, emotional intensity, and burnout
- Gives leaders permission to stop blaming individuals
- Shows exactly where small system changes create large gains

Audiences consistently say:

"This explained more in one hour than years of training."

"It finally gave us a framework for what we've been seeing."

"I realised how much pressure we were unintentionally creating."

This work lands because it is **accurate, grounded, and immediately useful**.

Core Message (What This Talk Actually Does)

At the heart of Neal's speaking is a simple but disruptive truth:

Performance, focus, and engagement are not personality traits. They are nervous-system states shaped by leadership behaviour and system design.

Once leaders understand this:

- ADHD stops being confusing
- Burnout stops being mysterious
- "Difficult conversations" stop escalating
- Inclusion stops feeling risky

And leaders stop trying to fix people... and start fixing environments.

Key Outcomes for Organisations

After booking Neal, organisations typically experience:

For Leaders

- Increased confidence leading neurodivergent staff
- Less fear around feedback, performance, and mental health conversations
- A clearer understanding of emotional regulation and misattunement
- Practical tools that reduce reactivity and escalation
- Relief... "This makes sense now"

For Teams

- Reduced tension and emotional friction
- Greater psychological safety
- Fewer misunderstandings and conflict cycles
- Increased engagement and trust
- More consistent performance

For the Organisation

- Better retention of ND talent
- Reduced burnout risk
- Fewer HR escalations driven by miscommunication
- Stronger leadership credibility
- Inclusion that translates into performance

This work pays for itself by **reducing invisible cost.**

Flagship Speaking Topics

All talks are tailored, but these are the most requested sessions.

1. Belonging Is a Biological Regulator

Why focus collapses when people don't feel safe... and how leadership behaviour directly shapes attention, motivation, and output.

Ideal for: Leadership teams, people managers, culture change programmes

Impact: Reframes inclusion as performance-critical, not optional

2. ADHD at Work: What Leaders Get Wrong

Why traditional productivity, feedback, and performance systems unintentionally punish ADHD... and what actually works instead.

Ideal for: Organisations with diagnosed or self-identified ADHD staff

Impact: Immediate reduction in frustration on both sides

3. Burnout Isn't a Resilience Problem... It's a System Signal

Why neurodivergent burnout looks different, lasts longer, and is often misunderstood... and how to intervene earlier.

Ideal for: High-pressure environments, healthcare, leadership teams

Impact: Preventative insight that reduces long-term absence and attrition

4. Feedback Without Shutdown

Why feedback often triggers emotional overload, rejection sensitivity, or withdrawal... and how to deliver clarity without harm.

Ideal for: Managers, HR, senior leaders

Impact: Safer conversations, better learning, less avoidance

5. Neuro-Inclusion Is System Design

Why awareness alone doesn't change outcomes... and how small changes to workflow, communication, and expectations unlock capacity.

Ideal for: Organisations serious about inclusion beyond policy

Impact: Tangible system shifts that benefit everyone

Formats & Delivery

Neal delivers across multiple formats:

- **Keynotes** (45–60 minutes)
- **Leadership Briefings** (60–90 minutes)
- **Interactive Workshops** (Half-day / Full-day)
- **Senior Leadership Strategy Sessions**
- **NHS & Public Sector Briefings**
- **Conference Talks & Panels**

Available **in-person and virtual**, UK-wide and internationally.

Sessions can be:

- Standalone
 - Part of an away day or leadership programme
 - A catalyst for wider organisational work
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Who This Work Is Especially Effective For

- Organisations with high ND representation (diagnosed or not)
 - Leadership teams under pressure
 - Environments with high emotional or cognitive load
 - NHS, public sector, education, tech, finance, and professional services
 - Organisations serious about retention and sustainable performance
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Credibility & Approach

Neal's work is grounded in:

- ADHD and executive functioning research
- Emotional regulation and nervous system science
- Trauma-informed practice
- Organisational psychology and systems thinking

It is **clinically credible** while remaining **accessible, human, and practical...** making it suitable for senior leaders, clinicians, and mixed audiences.

What Clients Often Say After Booking

“This wasn’t a ‘nice talk’. It changed how we lead.”

“It gave us language for things we couldn’t previously name.”

“It reduced tension we didn’t even realise was there.”

“We want more of this.”

Booking Information

Speaking engagements are tailored based on:

- Audience
- Sector
- Objectives
- Format and duration

Enquiry is encouraged early, as dates book quickly and sessions are intentionally limited to maintain quality.

Enquire about speaking

Custom proposals, pricing, and formats provided on request.

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