



Neuro Inclusion Consulting

Full Consulting Prospectus

A comprehensive organisational intervention to reduce neurodivergent burnout, stabilise performance, and remove people-risk at source

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1. What You Are Buying

Neuro Inclusion Consulting is a **high-depth organisational consulting engagement** that examines *how your organisation actually functions under pressure* — and redesigns the systems that are currently producing burnout, disengagement, escalation, and risk.

This is not advisory.

This is not training.

This is **hands-on systems diagnosis, redesign, and embedding**.

You are buying:

- clarity where there is confusion
- stability where there is volatility
- consistency where there is risk
- confidence for leaders and HR

2. The Problem This Solves (Commercial Reality)

Organisations come to us when:

- Neurodivergent staff are disproportionately absent, burning out, or leaving
- Managers feel stuck between compassion and compliance
- HR teams are overwhelmed by complex, emotionally charged cases
- Performance processes escalate rather than resolve issues
- “Reasonable adjustments” exist but don’t actually reduce risk
- Psychological safety initiatives fail under pressure

These issues are **expensive**:

- replacement and recruitment costs
- prolonged sickness absence
- legal exposure
- reputational damage
- leadership time lost to avoidable escalation

The root cause is rarely individual capability.

It is **systems that overload neurodivergent nervous systems and managers simultaneously**.

3. Our Consulting Philosophy (Why This Works)

Most inclusion work focuses on:

“How do we help individuals cope better?”

We focus on:

“How do we stop the system creating the problem in the first place?”

We work at the level of:

- structure
- decision-making
- expectations
- escalation
- containment

This is why our work produces **measurable organisational change**, not just insight.

4. The Consulting Engagement — In Detail

Phase 1: Deep Organisational Diagnostic

Duration: 4–6 weeks

This phase gives you **absolute clarity** on what is going wrong, where, and why.

What We Examine

We map your organisation across six critical domains:

- 1. Role & Workload Design**
 - volume vs capacity
 - pace, predictability, and cognitive load
 - implicit expectations
- 2. Communication Architecture**
 - ambiguity load
 - informal vs formal channels
 - emotional tone and signalling
- 3. Management & Decision Authority**
 - where managers feel exposed
 - inconsistency and avoidance patterns
 - escalation triggers
- 4. Performance & Feedback Systems**
 - how feedback is delivered
 - threat vs learning responses

- misalignment between intent and impact
- 5. **Escalation, HR & Risk Pathways**
 - where issues stall or inflame
 - grievance pressure points
 - HR emotional labour
- 6. **Sensory, Cognitive & Emotional Load**
 - environments, meetings, expectations
 - cumulative nervous-system strain

How This Is Done

- Senior leadership interviews
- HR and People team deep dives
- Manager case walkthroughs (real scenarios)
- Policy-to-practice mapping
- System flow analysis (what actually happens, not what should)

Deliverables (Explicit)

You receive:

- A **written diagnostic report** (board-ready)
- A **pressure-point map** showing where risk accumulates
- Clear explanation of **why current adjustments are failing**
- A prioritised list of **systems causing burnout and escalation**
- Shared language leaders can use without blame

This alone is often described by clients as *“the missing piece.”*

Phase 2: Systems Redesign & Stabilisation

Duration: 4–8 weeks

This is where the real value is created.

We redesign only the systems that matter — not everything.

What We Redesign (Examples)

Depending on findings, this may include:

- Role clarity and workload boundaries
- Decision-making authority for managers
- Feedback and performance review structures
- Escalation thresholds and response protocols
- Communication norms (meetings, written comms, pace)
- Reasonable adjustment frameworks that actually work

How This Is Done

- Structured redesign workshops with leadership
- HR translation sessions (policy → practice)
- Manager-level practical frameworks
- Stress-testing redesigned systems against real scenarios

Deliverables

- A **clear redesign blueprint**
- Practical implementation guidance
- Manager-ready tools and decision frameworks
- Alignment between leadership intent, HR policy, and daily practice

This is not theory.
It is **operational change**.

Phase 3: Leadership & Manager Enablement

Duration: 4–12 weeks

Redesigned systems only work if leaders can use them confidently.

We work directly with managers to:

- Reduce fear-based decision-making
- Manage neurodivergent staff without micromanagement
- Hold standards without triggering shutdown or RSD
- Respond to emotional dysregulation without escalation
- Create consistency across teams

Outcomes

- Managers stop escalating prematurely
 - HR case volume reduces
 - Teams stabilise
 - Leaders regain confidence and authority
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5. What You Physically Receive

Clients receive **tangible assets**, not just advice:

- Board-ready diagnostic report
- Risk and pressure-point mapping
- Redesign documentation

- Manager guidance frameworks
- Implementation roadmap
- Ongoing advisory support (where commissioned)

This creates **organisational memory**, not dependency.

6. Engagement Options (Clear & Defensible)

Option A — Diagnostic Only

4–6 weeks

Ideal when clarity is needed before committing further.

Option B — Diagnostic + Redesign

8–12 weeks

Ideal for organisations ready to act decisively.

Option C — Full Organisational Intervention

3–6 months

Ideal for high-risk, high-pressure, or public-sector environments.

7. Return on Investment (Why This Is Worth It)

Clients typically see:

- Reduced sickness absence
- Lower neurodivergent attrition
- Fewer grievances and escalations
- Reduced HR workload
- Improved manager effectiveness
- Greater workforce stability

The financial cost of *not* addressing these issues is almost always higher than the consulting investment.

8. Why This Consulting Is Different

- Neurodivergent-led expertise
- Deep clinical understanding of ADHD, trauma, and regulation
- Systems focus, not resilience narratives
- Designed for real organisational pressure
- Clear, defensible, implementable outputs

This is **infrastructure work**, not culture theatre.

9. Final Positioning

Neuro inclusion is not a moral stance.
It is not a wellbeing add-on.
It is not a training programme.

It is a **systems integrity issue**.

Neuro Inclusion Consulting exists to:

- remove unnecessary strain from your organisation
- stabilise performance
- protect leaders, HR, and staff
- and make neuro inclusion operationally real

