



# WORKSHOPS & WEBINARS





## Workshops and Webinars Overview

We provide a wide range of webinars and workshops to increase awareness of neurodiversity in the workplace. All webinars and workshops are delivered by one of our expert psychologists and can be tailored to the particular requirements of your organisation and the teams within it.

Although workshops and webinars can be purchased individually, they can be particularly effective when delivered as part of a 6 or 12 month awareness and education programme for your organisation.

### Webinars



One-hour webinars have no maximum capacity so are great if you want to reach large numbers of employees at the same time. They include questions and polls for participants to engage with throughout (using Slido), and the opportunity to ask questions at the end. They can be hosted on your own platform, or on Lexxic's Microsoft Teams or Zoom platforms, depending on your preferences. For an additional fee, webinars can be recorded for future use within your organisation.

“ Lexxic delivered a webinar for us that focused on the value of neurodiversity in the workplace. We had it recorded and now use it as part of our onboarding process for all new employees. We also have it hosted on our internal communications platform so that employees can go back and watch it whenever they want to. It's great! ”

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## Workshops



Two-hour workshops are available for groups of up to 15 (which can be increased to 20 for a small additional fee). They are highly interactive, including activities and discussion throughout the session. The longer duration also allows for greater depth of content than our webinars.



Our workshops can be delivered virtually or face to face. If virtual, they can be hosted on your own platform, or on Lexxic's Microsoft Teams or Zoom platforms, depending on your preferences. Face to face workshops can be delivered at your workplace. Additional fees will apply to cover the psychologist's travel costs and time.

**“ NCC Group is working hard to promote a culture where everyone feels comfortable to be their authentic selves. Lexxic’s workshop contributed significantly to raising awareness, understanding, acceptance, and even better, celebration of Neurodiversity. ”**

Joy Evans  
Chair of the Neurodiversity Steering Committee

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## This menu is split into four sections:

Click on the boxes below to jump to each section. 

**A**

### Introductory Webinars

Introductory webinars to equip all employees with an understanding of the value of neurodiversity and the most common neurodifferences in the workplace, and how to empower and support colleagues with these neurodifferences.

- **The Value of Neurodiversity in the Workplace**
- **The Value of ADHD in the Workplace**
- **The Value of Autism Spectrum Conditions in the Workplace**
- **The Value of Dyslexia in the Workplace**
- **The Value of Dyspraxia in the Workplace**
- **The Value of Dyscalculia in the Workplace**

**B**

### Neurodiversity Awareness Workshops and Webinars for Line Managers

Workshops and webinars to equip line managers in your organisation with an understanding of the value of neurodiversity in the workplace and how to empower, support and develop neurodivergent team members.

- **Neurodiversity Awareness for Line Managers**

## C

## Neurodiversity Smart Workshops and Webinars

Neurodiversity Smart workshops and webinars to provide a deeper dive on specific segments of the Neurodiversity Smart model [info.lexxic.com/ndsmart](https://info.lexxic.com/ndsmart)

### ■ Leadership and Culture

Neurodiversity Smart: Leadership and Culture

Neurodiversity Smart: Developing your Neurodiversity Strategy

### ■ Recruitment

Neurodiversity Smart: Recruitment

### ■ Adjustments

Neurodiversity Smart: Adjustments and Assistive Technology

Neurodiversity Smart: Assistive Technology

### ■ Environment

Neurodiversity Smart: The Working Environment

### ■ Talent Management

Neurodiversity Smart: Talent Management

### ■ Communications

Neurodiversity Smart: Communications

### ■ Products and Customer Services

Neurodiversity Smart: Customer Services

### ■ Suppliers and Procurement

Neurodiversity Smart: Suppliers and Procurement



## D

## Neurodiversity Further Learning

Workshops and webinars to extend learning on specific issues associated with neurodiversity: establishing a neurodiversity employee resource group; working with a neurodivergent manager; neurodiversity and wellbeing; the journey of getting support; and neurodiversity awareness for parents and carers.

- **Neurodiversity Employee Resource Groups**  
Establishing a Neurodiversity Employee Resource Group (ERG)
- **Working With a Neurodivergent Manager or Senior Leader**  
Working With a Neurodivergent Manager or Senior Leader
- **Neurodiversity and Wellbeing**  
Neurodiversity and Wellbeing at Work
- **The Journey of Getting Support**  
The Journey of Getting Support
- **Neurodiversity for Parents and Carers**  
Neurodiversity awareness for Parents and Carers



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## A

# Introductory Webinars

We provide the following introductory webinars for all employees.

## 1



Webinar

## The Value of Neurodiversity in the Workplace

This interactive webinar will equip your employees with an understanding of the value of neurodiversity in the workplace and how to empower and support neurodivergent colleagues.

### Learning objectives:

By the end of the session, participants should understand:

- What we mean by neurodiversity.
- Neuro-inclusive language.
- Characteristics of the most common neurodifferences and how they might impact an employee at work.
- The value of neurodiversity and neuro-inclusion to your organisation.
- Case studies of good practice.
- Examples of the adjustments and support that can empower neurodivergent colleagues.
- How to access support in your organisation

## 2



Webinar

## The Value of ADHD in the Workplace

This interactive webinar will equip your employees with an understanding of the value of ADHD in the workplace and how to empower and support colleagues with ADHD.

### Learning objectives:

By the end of the session, participants should understand:

- What we mean by neurodiversity and ADHD
- Neuro-inclusive language.
- Characteristics of ADHD and how they might impact an employee at work.
- The value of ADHD and neuro-inclusion to your organisation.
- Case studies of good practice.
- Examples of the adjustments and support that can empower colleagues with ADHD.
- How to access support in your organisation

## 3



Webinar

### The Value of Autism Spectrum Conditions in the Workplace

This interactive webinar will equip your employees with an understanding of the value of Autism Spectrum Conditions (ASC) to your organisation and how to empower and support autistic colleagues.

**Learning objectives:**

By the end of the session, participants should understand:

- What we mean by neurodiversity and ASC
- Neuro-inclusive language.
- Characteristics of ASC and how they might impact an employee at work.
- The value of ASC and neuro-inclusion to your organisation.
- Case studies of good practice.
- Examples of the adjustments and support that can empower autistic colleagues.
- How to access support in your organisation

## 4



Webinar

### The Value of Dyslexia in the Workplace

This interactive webinar will equip your employees with an understanding of the value of dyslexia in the workplace and how to empower and support dyslexic colleagues.

**Learning objectives:**

By the end of the session, participants should understand:

- What we mean by neurodiversity and dyslexia.
- Neuro-inclusive language.
- Characteristics of dyslexia and how they might impact an employee at work.
- The value of dyslexia and neuro-inclusion to your organisation.
- Case studies of good practice.
- Examples of the adjustments and support that can empower dyslexic colleagues.
- How to access support in your organisation



## 5



Webinar

### The Value of Dyspraxia in the Workplace

This interactive webinar will equip your employees with an understanding of the value of dyspraxia in the workplace and how to empower and support dyspraxic colleagues.

#### Learning objectives:

By the end of the session, participants should understand:

- What we mean by neurodiversity and dyspraxia.
- Neuro-inclusive language.
- Characteristics of dyspraxia and how they might impact an employee at work.
- The value of dyspraxia and neuro-inclusion to your organisation.
- Case studies of good practice.
- Examples of the adjustments and support that can empower dyspraxic colleagues.
- How to access support in your organisation

## 6



Webinar

### The Value of Dyscalculia in the Workplace

This interactive webinar will equip your employees with an understanding of the value of dyscalculia in the workplace and how to empower and support dyscalculic colleagues.

#### Learning objectives:

By the end of the session, participants should understand:

- What we mean by neurodiversity and dyscalculia.
- Neuro-inclusive language.
- Characteristics of dyscalculia and how they might impact an employee at work.
- The value of dyscalculia and neuro-inclusion to your organisation.
- Case studies of good practice.
- Examples of the adjustments and support that can empower dyscalculic colleagues.
- How to access support in your organisation

**Depending on your organisation's requirements, these webinars can also be combined to cover more than one neurodifference.**

# B Neurodiversity Awareness for Line Managers

## 7



Webinar or  
Workshop

### Neurodiversity Awareness for Line Managers

Training for line managers can be delivered either as a one-hour webinar or two-hour workshop.

The training will equip line managers in your organisation with an understanding of the value of neurodiversity in the workplace and how to empower, support and develop neurodivergent team members.

#### The learning objectives are the same for the webinar and workshop

The main difference is that the workshop will delve deeper on each learning objective, illustrating key points with hands-on activities and encouraging managers to share their own experiences and questions throughout.

#### Learning objectives:

By the end of the session, participants should understand:

- What we mean by neurodiversity.
- Neuro-inclusive language.
- Characteristics of the most common neurodifferences and how they might impact an employee at work.
- The value of neurodiversity and neuro-inclusion to your organisation, including case study examples.
- How to create a safe space for team members to share their neurodifference.
- How to have sensitive conversations about neurodiversity.
- Examples of adjustments and support that can empower neurodivergent employees.
- How to support career development and wellbeing of neurodivergent team members.
- How to access support in your organisation





## C

# Neurodiversity Smart Workshops and Webinars

Our Neurodiversity Smart workshops and webinars provide relevant teams and professionals with a deeper dive on specific segments of the [Neurodiversity Smart model](#).

With the exception of the Leadership and Culture workshops which are specifically designed for small groups of senior leaders, the training for each segment can be delivered in a one-hour webinar or two-hour workshop format.

The learning objectives are the same for the webinar and workshop. The main difference is that the workshop will delve deeper on each learning objective, illustrating key points with hands-on activities and encouraging participants to share their own experiences and questions throughout.

## Leadership and Culture

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Workshop

### Neurodiversity Smart: Leadership and Culture

This workshop will equip your senior leaders with an understanding of the value of neurodiversity and neuro-inclusion in the workplace and how to lead the development of a neuro-inclusive culture in your organisation.

#### Learning objectives

By the end of the session, participants should understand:

- What we mean by neurodiversity.
- Neuro-inclusive language.
- Characteristics of the most common neurodifferences and how they might impact an employee at work.
- The value of neurodiversity and neuro-inclusion to your organisation, including case study examples.
- Legal requirements relating to neurodiversity in the workplace.
- How to create a psychologically safe culture in your organisation.
- How to take a strategic approach to neurodiversity inclusion, using the Neurodiversity Smart model.
- The importance of communication and consulting neurodivergent colleagues.
- Awareness and education – changing the narrative.
- The support available in your own organisation
- Reflections on how neuro-inclusive your culture is at present.

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## 9



## Workshop

**Neurodiversity Smart: Developing your Neurodiversity Strategy**

This workshop will equip your senior leaders with an understanding of the value of neurodiversity and neuro-inclusion in the workplace and how to develop their own neurodiversity strategy. It will also provide an opportunity to reflect on the organisation's strengths, areas for improvement and strategic priorities for neuro-inclusion.

**Learning objectives:**

By the end of the session, participants should understand:

- What we mean by neurodiversity
- Neuro-inclusive language.
- Characteristics of the most common neurodifferences and how they might impact an employee at work.
- The value of neurodiversity and neuro-inclusion to your organisation, including case study examples.
- Legal requirements relating to neurodiversity in the workplace.
- How to take a strategic approach to neuro-inclusion.
- The ND Smart model: A whole systems approach.
- The importance of consulting with neurodivergent colleagues.
- Practical advice on developing and implementing your neurodiversity strategy.
- Initial reflections on your key ND Smart strengths and areas for improvement.
- Initial reflections on your strategic objectives.
- Your next steps on developing your neurodiversity strategy

# Recruitment

**10**

Webinar or  
Workshop

## Neurodiversity Smart: Recruitment

Training on neuro-inclusive recruitment can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip recruitment teams with an understanding of what neuro-inclusive recruitment is, why it matters and how they can start to adapt their selection processes, tools and onboarding to enable neurodivergent candidates to demonstrate their true potential.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- The challenges neurodivergent candidates may experience within recruitment processes.
- Unconscious bias in recruitment.
- Practical advice on how to make your job descriptions, application forms, selection processes and exercises, interviews and assessment centres more neuro-inclusive. This can be focused on the recruitment processes you use.
- Examples of reasonable adjustments in recruitment.
- How to onboard neurodivergent employees to set them up for success.
- Monitoring data to identify any disadvantage experienced by neurodivergent candidates.
- Examples of employers who have implemented and benefited from more neuro-inclusive recruitment processes.



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# Adjustments

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Webinar or  
Workshop

## Neurodiversity Smart: Adjustments and Assistive Technology

Training on workplace adjustments and assistive technology can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip HR professionals with an understanding of the principles of effective workplace adjustments, and examples of the adjustments and assistive technology that can enable neurodivergent employees to perform at their best.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- Legal requirements to make reasonable adjustments for neurodivergent employees.
- The principles of effective adjustments and adjustment conversations.
- The role of workplace needs assessments in identifying appropriate adjustments.
- The value of adjustments passports.
- Examples of common adjustments which can help to address particular challenges that neurodivergent individuals may experience.
- Examples of assistive technology which can help address challenges with reading, writing, spelling, speech, organisation and memory.
- The process for accessing adjustments in your organisation.

## 12



Webinar or  
Workshop

## Neurodiversity Smart: Assistive Technology

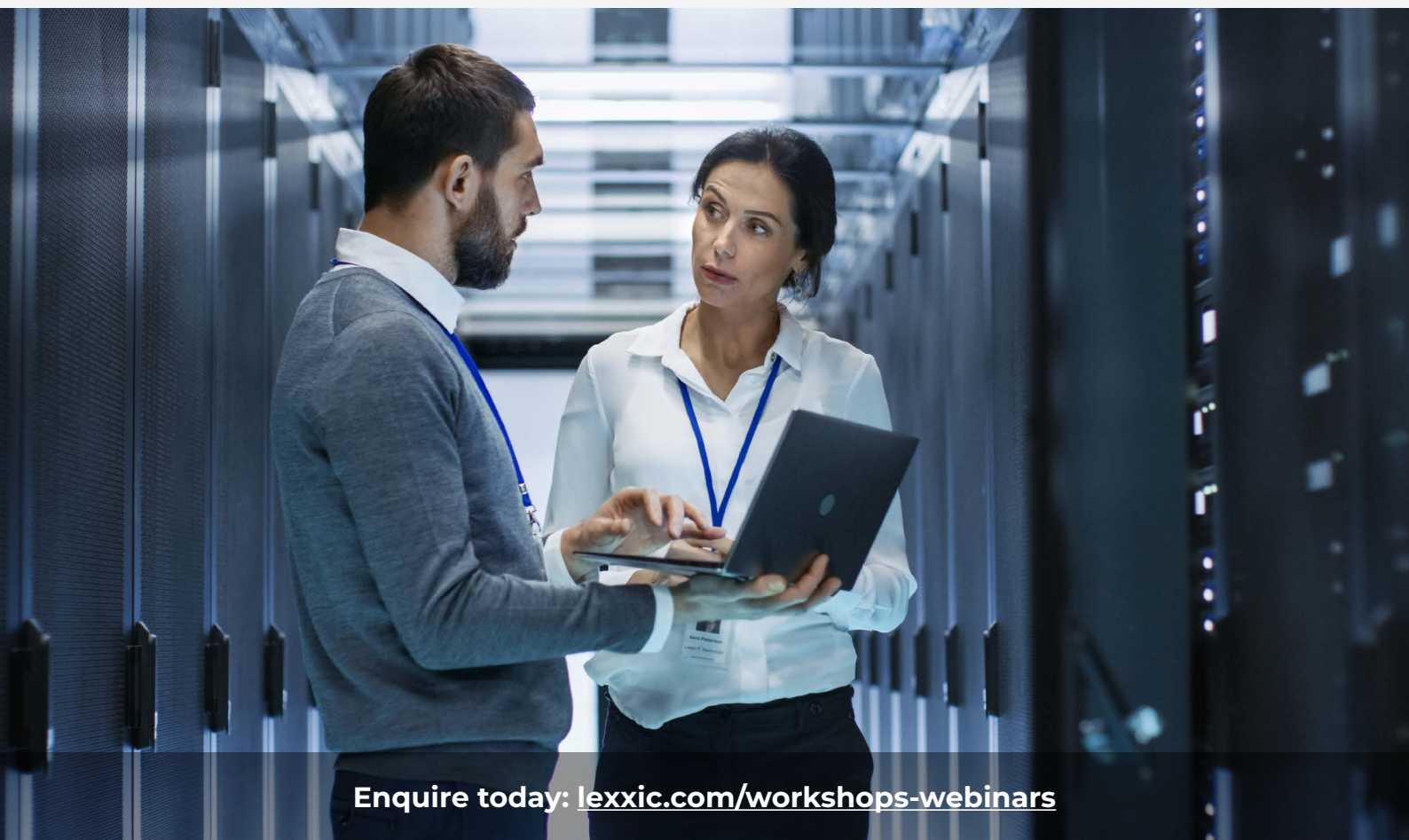
Training on assistive technology can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip HR, IT professionals and neurodivergent employees with an understanding of the benefits of assistive technology, the challenges it can help to address (e.g. reading, writing, organisation and memory) and how to get the best from it.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- What assistive technology is, the types of assistive technology available, and the challenges they can address.
- How to use some of the main assistive technologies, with demonstrations from one of Lexxic's assistive technology experts.
- The benefits of assistive technology for neurodivergent individuals.
- The support that Lexxic can provide to help neurodivergent employees get the most out of assistive technology.



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## Environment

**13**

Webinar or  
Workshop

### Neurodiversity Smart: The Working Environment

Training on creating a neuro-inclusive working environment can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip HR professionals and those with a role in designing or managing working environments with an understanding of the challenges that neurodivergent individuals may experience in the working environment, and how working environments can be made more neuro-inclusive.

#### Learning objectives:

By the end of the session, participants should understand:

- The challenges that neurodivergent individuals may experience related to the working environment (linked to noise, light, ventilation, colours, patterns and textures).
- Practical examples of how the working environment can be made more neuro-inclusive (taking the nature of your work environment into account).
- Universal Design principles and guidelines on neurodiversity and the built environment.
- The benefits of home working for some neurodivergent employees, and how home working spaces can be made neuro-inclusive.



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# Talent Management

**14**

Webinar or  
Workshop

## Neurodiversity Smart: Talent Management

Training on neuro-inclusive talent management can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip talent management teams with an understanding of what neuro-inclusive talent management is, why it matters and how they can support the development and career progression of neurodivergent employees.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- Legal requirements for employers associated with neurodiversity.
- How to empower line managers to have sensitive conversations with employees about support and adjustments.
- The importance of taking a strengths-based approach to talent management.
- The principles of effective feedback.
- Unconscious bias in performance assessment and career progression.
- Potential implications of neurodiversity for performance and how to take supportive action to address any performance concerns.
- The potential impact of neurodiversity on mental wellbeing.
- Practical advice on how to make your learning and development activities and any associated assessments neuro-inclusive.
- Monitoring data to identify any disadvantage experienced by neurodivergent employees.

# Communications

**15**

Webinar or  
Workshop

## Neurodiversity Smart: Communications

Training on neuro-inclusive communications can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip communications and HR professionals with an understanding of what neuro-inclusive communication is, why it matters and the practical ways in which they can make both written and verbal communications more neuro-inclusive. It will also explore how to encourage positive conversations about neurodiversity in your organisation.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- How to use neuro-inclusive language and encourage positive conversations about neurodiversity in your organisation.
- How to listen to neurodivergent voices in your organisation.
- The communications challenges that neurodivergent individuals may experience in the workplace, and the communication strengths they can bring.
- What we mean by neuro-inclusive communications.
- The benefits of providing alternative options for communication methods.
- How to make written and web-based communications neuro-inclusive, including through assistive technology and neurodiversity-friendly formatting.
- How to make conversations, meetings and events more neuro-inclusive.

## Products and customer services

**16**

Webinar or  
Workshop

### Neurodiversity Smart: Customer Services

Training on neuro-inclusive customer services can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip your customer services teams to understand how they can make the experience of neurodivergent customers more neuro-inclusive, including through their communications, processes and customer environment.

This training does not focus on product development, as the requirements would be very dependent on the nature of the product. Please speak to your Relationship Manager if you would like to explore a bespoke session related to your particular products.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- Neuro-inclusive language and terminology
- Incorporating neuro-inclusive communication into our products and customer service.
- How we can support neurodivergent individuals in our customer base.
- Examples of adjustments and support for neurodivergent individuals throughout the customer journey.
- Neuro-inclusive customer environments
- Case study examples.



# Suppliers and Procurement

**17**

Webinar or  
Workshop

## Neurodiversity Smart: Suppliers and Procurement

Training on neuro-inclusion within the supply chain and procurement can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip your supply chain management and procurement teams to understand how they can make the experience of neurodivergent suppliers, employees and end users more neuro-inclusive, including through use of policies, processes, due diligence and accountability.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- Neuro-inclusive language and terminology.
- Incorporating neuro-inclusive communication into your procurement and supply chain.
- How to ensure that your suppliers' values, practices and products are neuro-inclusive, through your procurement process and supply chain management.
- Examples of adjustments and support for ND individuals throughout supply chain and procurement.
- Case study examples.



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# D Neurodiversity Further Learning

These workshops and webinars are designed to extend learning on specific topics associated with neurodiversity.

## Neurodiversity Employee Resource Groups

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Workshop

### Establishing a Neurodiversity Employee Resource Group (ERG)

This training will equip HR professionals and/or neurodivergent employees interested in establishing a Neurodiversity ERG with an understanding of the role and value of Neurodiversity ERGs, and practical advice on how to establish a successful ERG.

#### Learning objectives

By the end of the session, participants should understand:

- What an ERG is and how it can benefit organisations and individual employees;
- The role of an ERG in providing peer support for neurodivergent employees;
- The role of an ERG in advocacy and awareness around neuro-inclusion.
- The respective responsibilities of the organisation and the ERG.
- The importance of senior sponsorship of ERGs, and how to influence senior leadership.
- The opportunity to collaborate with other ERGs in the organisation on intersectional or shared issues.
- Examples of good practice from ERGs in other organisations.

**“ Employee Resource Groups (ERGs) incorporate key communities to come together to drive forward initiatives to help employees across the organisation, whilst supporting the business to incorporate diversity, Equity and Inclusion (DE&I) throughout the culture. ”**

# Working With a Neurodivergent Manager or Senior Leader

**19**

Workshop

## Working With a Neurodivergent Manager or Senior Leader

This training will equip HR professionals and/or teams who report in to a neurodivergent manager and/or senior leader to understand how a neurodifference may impact their colleague at work, and how to create effective working relationships and strategies in practice.

This session can be delivered in a generic manner, or can also include the real strengths, challenges and working preferences of the relevant manager/leader (if this is their preference). Please speak to your Relationship Manager if you would like to tailor the session in this manner, with the full agreement of the relevant individual.

### Learning objectives:

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- Neuro-inclusive language and terminology
- The strengths and challenges associated with neurodifferences, management and leadership.
- Workplace adjustments that managers may have in place, and how to have conversations about adjustments and working preferences.
- Strategies and techniques for working with and supporting your manager on a day-to-day basis.
- (If tailored to a particular manager): What are the Manager's strengths, challenges and working preferences, and how can we work together effectively to minimise these barriers?

# Neurodiversity and Wellbeing

**20**

Webinar or  
Workshop

## Neurodiversity and Wellbeing at Work

Training on neurodiversity and wellbeing at work can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip employees with an understanding of the correlation between neurodifferences and mental health conditions and the potential implications of living with a neurodifference for wider wellbeing. It will also provide practical advice on supporting neurodivergent colleagues.

The learning objectives are the same for the webinar and workshop. The main difference is that the workshop will delve deeper on each learning objective, illustrating key points with hands-on activities and encouraging participants to share their own experiences and questions throughout.

## Learning objectives

By the end of the session, participants should understand:

- What neurodiversity is and the value it can bring to your organisation.
- Characteristics of the most common neurodifferences and how they might impact an employee at work.
- The correlation between neurodifferences and mental health conditions.
- Issues around mis-diagnosis of neurodifferences as mental health conditions.
- The potential implications of living with a neurodifference for mental health and wider wellbeing.
- Examples of practical support that can empower neurodivergent colleagues and support their wellbeing.
- How to access support in your organisation.



# The Journey of Getting Support

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Webinar

## The Journey of Getting Support Webinar

This training will equip neurodivergent employees and their managers in your organisation to understand the support available to them (internally and from Lexxic), and how to access it. It is only relevant to organisations using Lexxic's one-to-one services.

### Learning objectives

By the end of the session, participants should understand:

- The most common neurodifferences and how they might impact an employee at work.
- The purpose of Lexxic's diagnostic, screening and workplace needs assessments, what they involve and the report the client receives.
- How to implement adjustments effectively.
- Lexxic's follow-on services, including coaching, assistive technology and training.
- Support available internally, e.g. through HR and Employee Resource Groups.
- The process for accessing assessments and support.



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## Neurodiversity for Parents and Carers

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Webinar or  
Workshop

### Neurodiversity Awareness for Parents and Carers

Training on neurodiversity for parents and carers can be delivered either as a one-hour webinar or two-hour workshop.

This training will equip parents and carers of neurodivergent children with an understanding of neurodiversity and how neurodifferences might impact children. It will also provide practical advice on how to support and empower neurodivergent children, and where to get support.

The learning objectives are the same for the webinar and workshop. The main difference is that the workshop will delve deeper on each learning objective, illustrating key points with hands-on activities and encouraging participants to share their own experiences and questions throughout.

### Learning objectives

By the end of the session, participants should understand:

- The value of neurodiversity.
- Characteristics of the most common neurodifferences and how they might impact children.
- How parents and carers can empower and support children with neurodifferences.
- The experiences of parents and carers of neurodivergent children, and the support available to them.




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