

| Adjust |

Start your Neurodiversity conversation

Training and consultancy services



Adjust

Adjust is your neurodiversity training provider.

We aim to start the neurodiversity conversation in every workplace.

Through Training we provide a clear, practical and positive understanding of neurodiversity, including autism, dyslexia, dyspraxia and ADHD.

Our team has specialist knowledge, experience and qualifications in many key areas: neurodiversity, disability, Occupational Psychology, coaching, legal, HR, learning, development and assessments. Our team's expertise will unlock your organisation's hidden potential, attract untapped talent and increase productivity.

We have experience working with a diverse range of companies including [Vodafone](#), [The CIPD](#), [EY](#), [The Bank of England](#), [Clifford Chance](#), [Unilver](#), [Next](#), [TK Maxx](#), [HS2](#) and the creators of the [Channel 4](#) show [The Undateables](#).

Here, you can find more information on the services we can offer your organisation.

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Neurodiversity Understood - Lunch and Learn

A lunch and learn is a great way to get the neurodiversity conversation started in your workplace. This one-hour session gives an introductory understanding of neurodiversity and is suitable for all employees.

During this session participants will:

- Gain an introductory understanding of neurodiversity
- Learn to recognise and celebrate the positives of thinking differently
- Recognise how the strengths of neurodiversity can benefit your organisation
- Understand the next steps you need to take to become neuro-inclusive

General:

- This one-hour session is open to unlimited participants
- Electronic copies of the slides will be made available
- We also provide 90-minute “lunch and learn plus” sessions with a focus on recruitment, management or both

Cost:

Format: 1 hour session

- Virtual: £475
- Face to face: £595 + expenses

Format: 90-minute session

- Virtual: £695
- Face to face: £795 + expenses



The lunch and learn webinar was brilliant and essential. The emphasis on the different skills and strengths of neurodiverse employees as well as real-world anecdotes was a very positive way to improve understanding. We received a swathe of great feedback from colleagues in numerous departments. It will make a real difference to the way we think about supporting and attracting neurodiverse talent.

Jasmine Palmer, Assistant Editor – Hachette Book Group





Neurodiversity Understood - Managers

This session explores the strengths of neurodiversity, how your organisation can retain and develop neurodiverse talent and the adjustments you need to implement to unlock the potential of neurodiverse employees.

This interactive training session is aimed at line managers, supervisors and all employees involved with advising, managing and supervising neurodiverse staff.

During the session participants will:

- Gain a clear understanding of neurodiversity in a workplace context
- Understand the strengths that a neurodivergent employee can bring to a workplace
- Understand the difficulties a neurodivergent employee may have
- Gain increased confidence in managing neurodiverse employees
- Develop practical management strategies including a basic awareness of reasonable adjustments
- Develop an inclusive management practice, minimising risk of cases reaching tribunal
- Build awareness of the further support available for employee, managers and HR

General:

- The session can be offered in various formats including 90 minutes and half day sessions
- We can bespoke the content to suit your organisational need
- This interactive session is for up to 20 participants. We can also provide tailored sessions for larger groups
- Electronic copies of the slides will be made available

Cost:

Format: 90-minute session

- Virtual: £695
- Face to face: £795 + expenses

Format: Half day

- Virtual: £895
- Face to face: £1,125 + expenses



The sessions were interactive, entertaining and kept the audience fully engaged throughout. Feedback from participants was amazing, one manager said that she had learned more in 3.5 hours than at any other training session – ever!

Jilly Abbott, Human Resources Business Partner - Treatt





Neurodiversity Understood - Recruitment

This interactive training session gives an overview of neurodiversity in a workplace context including recruitment, attraction and assessment. This session explores the strengths of neurodiversity, how your organisation can attract neurodiverse talent and the adjustments you need to make to ensure you do not miss out on neurodiverse talent.

During the session participants will:

- Gain a clear understanding of neurodiversity in a recruitment and workplace context
- Understand the strengths a neurodivergent employee can bring to a workplace
- Understand the barriers a neurodivergent employee may face in the recruitment process
- Understand how to adjust your recruitment procedures to attract untapped talent
- Increase confidence in communicating with neurodiverse applicants and implementing adjustments
- Gain the ability to ensure an inclusive recruitment practice, minimising risk of cases reaching tribunal
- Build awareness of the further support available for employee, managers and HR

General:

- This interactive session is for up to 20 participants
- Electronic copies of the slides will be made available
- The session can be offered in various formats including 90 minutes and half day sessions
- We can bespoke the content to suit your organisational need
- This interactive session is for up to 20 participants. We can also provide tailored sessions for larger groups
- Electronic copies of the slides will be made available

Cost:

Format: 90-minute session

- Virtual: £695
- Face to face: £795 + expenses

Format: Half day

- Virtual: £895
- Face to face: £1,125 + expenses



The presentation was extremely useful and engaging for both our graduate and lateral hiring teams, particularly the focus on the differing skills profiles and strengths of neurodiverse people. We received a number of practical suggestions on how we can encourage neurodiverse candidates to apply to us and support them in the right way once they join the firm. The presentation was interactive and I felt like everyone in the team came away with a much greater understanding of neurodiversity and why it's important to champion this in the workplace.

Olivia Ponton, Graduate Recruitment Manager - Herbert Smith Freehills





Neurodiversity Understood – HR

This interactive training session gives an overview of neurodiversity in a workplace context. It tracks and explores the employee life-cycle, including recruitment, onboarding, probation, management and performance management. This course will encourage participants to consider how to create inclusive policy and practice for neurodiverse employees.

During the session participants will:

- Gain an understanding of neurodiversity in a workplace context
- Understand the strengths a neurodivergent employee can bring to a workplace
- Understand the barriers a neurodivergent employee may face within the employee lifecycle
- Understand how neurodiversity screening could benefit your organisation
- Increase confidence in advising managers on best practice for neurodivergent employees, minimising risk of cases reaching tribunal
- Identify potential ways to ensure your organisation is neuro-inclusive so that neurodiverse employees can succeed in their roles
- Gain an awareness of the further support available for employees, managers and HR

General:

- The session can be offered in various formats including 90 minutes and half day sessions.
- We can bespoke the content to suit your organisational need
- This interactive session is for up to 20 participants
- Electronic copies of the slides will be made available

Cost:

Format: 90-minute session

- Virtual: £695
- Face to face: £795 + expenses

Format: Half day

- Virtual: £895
- Face to face: £1,125 + expenses



Great summary of key HR issues and relevant case studies. I liked the emphasis on the benefits neurodiversity – seeing neurodiversity as a business benefit rather than something difficult. It was useful discussing how we are all responsible for embracing neurodiversity and how we need to look at doing things differently.

Fiona McPhail, Equality, Diversity and Inclusion Lead - Met Office





Neurodiversity Works

This comprehensive session gives an in-depth overview of neurodiversity in a workplace context. Combining elements of all our sessions, it introduces neurodiversity, explores the strengths of neurodiversity including how your organisation can attract neurodiverse talent and retain and develop neurodiverse employees effectively.

During this session participants will:

- Understand the barriers a neurodivergent employee may face in the recruitment process
- Understand how to adjust your recruitment procedures to attract untapped talent
- Gain a broad understanding of neurodiversity in a workplace context
- Understand the strengths a neurodivergent employee can bring to a workplace
- Understand the difficulties that a neurodivergent employee may face
- Increase confidence in communicating with neurodiverse employees
- Identify potential ways to ensure your organisation is neuro-inclusive so that neurodiverse employees can succeed in their roles
- Develop practical management strategies including an awareness of reasonable adjustments for neurodiverse employees
- Develop a truly inclusive practice, minimising the risk of cases reaching tribunal
- Gain an awareness of the further support available for employee, managers and HR

General:

- This interactive session is for up to 20 participants
- Electronic copies of the slides will be made available

Cost:

Format: Half day

- Virtual: £895
- Face to face: £1,125 + expenses

Format: Full day

- Virtual: £1,495
- Face to face: £1,895 + expenses



A fascinating and informative workshop which provided an original insight into the qualities brought to the workplace by people with neurodiverse conditions. It is a valuable resource for employers wishing to broaden their recruitment pool

Wendy Forde, Course Administrator - Leeds Beckett University





Train the Trainer

Our Train the Trainer package is perfectly suited for organisations that want to ensure they can embed inclusive practice by developing their own in-house trainers to deliver neurodiversity awareness. We ensure that trainers can apply neurodiversity knowledge to their everyday role so that all future courses can be delivered in an accessible way for neurodiverse participants. This course would benefit in-house trainers, Learning and Development staff and managers who want to provide training sessions for internal staff.

During this session participants will:

- Gain an in-depth understanding of every major neurodiverse condition
- Examine neurodiversity as a difference and a disability via the social and medical model
- Gain confidence in talking about neurodiversity, including appropriate and positive disability language
- Obtain expertise in the strengths and difficulties of neurodiverse employees in a workplace context
- Thoroughly examine the Equality Act, reasonable adjustments and previous relevant tribunal cases
- Answer challenging questions about neurodiversity in the workplace
- Learn how to create neurodiversity friendly course materials
- Receive guidance on planning and delivering effective neurodiversity training relevant to your workplace
- Engage with relevant staff members and learn to promote courses to ensure training events are well-attended
- Learn how to evaluate the effectiveness and success of your neurodiversity training
- Deliver a neurodiversity training session shadowed by Adjust staff
- Receive in-house development of neurodiversity training materials
- Help to identify and train neurodiversity champions

General:

- This is designed with your organisation as a bespoke package to meet your organisation's training needs
- Contact Adjust to discuss designing a package including duration and cost



Consultancy

Our consultancy service provides exploratory discussions around neurodiversity and recommendations for inclusive practice. Our consultancy services can focus on a range of different topics, depending on your organisation's specific needs.

Potential focus areas:

- Wider issues of HR policy for neurodiverse employees or recruits
- Positive practical management strategies
- Advice on specific management issues
- To identify areas of compliance and areas of threat to business in relation to management procedures for neurodiverse employees
- Advice on recruitment procedures including onboarding of new recruits with a neurodiverse condition
- Information on how to have effective meetings, supervisions, and performance reviews with neurodiverse employees
- Exploring creative reasonable adjustments to maximise your neurodiverse employees' potential
- Embedding inclusive practice for neurodiverse employees

Cost:

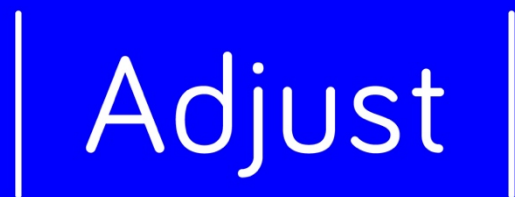
- Virtual: £195 per hour
- Face to face: £245 per hour + expenses



Adjust provided us with excellent practical advice and consultancy so that we could adapt our recruitment procedures to ensure they were inclusive for neurodiverse applicants.

Margaret Ann Roy, Graduate Recruitment Manager - Herbert Smith Freehills





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