Neurodiversity Leadership & Management Workshops

Client Guide: programme, pricing, and delivery

1. At a glance

Item	Summary
Provider	Advance: Disability Consultants, a specialist neurodiversity consultancy
Audience	C-suite, senior leaders and line managers
Offer	7 training sessions (1 hour to a full day) and 5 half-day workshops
Price	Fixed £500 per session or workshop (virtual or UK in-person); £1,500 in-person in Europe; £3,000 in-person elsewhere. Travel included
Delegates	Recommended 10 to 50 per session. Pricing is per session, never per delegate
Delivery	Virtual (Microsoft Teams, Zoom, others on request) or in person
Tailoring	All content is tailored to your organisation's requirements and objectives

2. About Advance

Advance helps organisations recruit, retain, support, and develop neurodivergent talent with confidence. Our services are:

- Neurodiversity Lunch and Learn training for all employees
- HR and recruitment training sessions and workshops
- Leadership and management training sessions and workshops (this guide)
- A Neurodiversity Ambassador training programme

Together, these give your organisation the tools to become a Neurodiversity Confident Employer.

Why this matters

The CIPD reports that only 24% of HR professionals globally have a good working knowledge of neurodiversity in their workplaces, yet 76% are keen to learn more so that neurodivergent employees can access meaningful opportunities. Advance exists to close that gap.

Our founder

Oliver Fenghour, Director and Founder, is autistic (Asperger's Syndrome, diagnosed at age 10 by a Professor of Neurology at Great Ormond Street Hospital) and Dyspraxic (diagnosed at age 4), and identifies as neurodivergent. After leaving school at 16 he struggled for many years to find work, often meeting a lack of awareness of neurodiversity. Mencap supported him into employment at J Sainsbury's PLC, where he worked successfully for about three years thanks to the understanding of his employers and colleagues. That support was withdrawn after the 2008 financial crash and the austerity that followed. His experience since has been markedly different: too often he was treated as a workplace problem to be fixed rather than as an individual who adds value. That experience shapes everything we deliver.

3. What we deliver

3.1 Training sessions

Sessions equip senior leaders to change organisational behaviours, beliefs and attitudes towards neurodivergent people, and support line managers in shaping recruitment, retention, and development so that neurodivergent employees can thrive. Each session is interactive (breakout tasks, debates, quizzes, mind maps) and run as a psychologically safe space, free from judgement and criticism. Length is flexible: 1 hour, 90 minutes, 2 hours, half day, or full day.

No.	Session
1	Why Neurodiversity?
2	Neurodiversity and the Business Benefits
3	Neurodiversity and Inclusive Leadership
4	The Power of Inclusive Language and Why It Matters
5	Leading with Empathy and Creating a Values-Driven Culture
6	Neurodiversity and Change Management
7	Neurodiversity and Thought Leadership

3.2 Half-day workshops

Workshops are practical, classroom-based, and deliberately challenging. They require full participation: delegates take an active part and nominate colleagues to lead aspects of the day.

No.	Workshop
1	Creating Neurodivergent Leaders of Tomorrow
2	Creating a Growth Mindset in Neurodivergent Employees
3	Creating a Neuroinclusive Framework in Your Organisation
4	A Day in the Life of a Neurodivergent Employee
5	Neurodiversity and Trauma Circle Training for Leaders

3.3 Optional support beyond delivery

These can be added to any engagement or scoped as a programme.

Area	What we provide
Mentoring	Group and individual mentoring for leaders and managers on neurodiversity in the workplace
Strategy and business case	A neurodiversity strategy and the business case for neurodiversity in your organisation
Standards and policy	A best-practice Neurodiversity Standard to support all neurodivergent employees
Talent processes	Succession planning for neurodivergent employees; a neuroinclusive performance management and promotions process
Change	A neuroinclusive change management process for when change happens

Area	What we provide
Listening and insight	Listen-and-learn forums run by neurodivergent employees, with input and accountability from the C-suite; focus groups to surface blind spots and concerns from neurodivergent and neurotypical employees
Environment and tools	Designated sensory rooms and quiet zones; assistive technologies for neurodivergent employees

4. Pricing

Pricing is fixed per session or workshop, whatever its length. We do not charge per delegate. In-person delivery in Europe or further afield is priced with travel included.

Delivery	GBP (£)	EUR (€)	USD ($)
Virtual, or in person in the UK (any session or workshop: 1 hour to a full day)	£500	€567	$654
In person in Europe (travel included)	£1,500	€1,701	$1,962
In person outside Europe (travel included)	£3,000	€3,402	$3,924

Programmes: where an organisation requests a programme of workshops, we can work within your budget parameters where feasible.

5. Delivery requirements and logistics

Topic	Detail
Delegate numbers	Minimum 10, maximum 50 (HR and Recruitment, and Leadership and Management workshops)
Virtual platforms	Microsoft Teams and zoom as standard; other platforms on request
In-person format	Classroom-based; travel included in the price for Europe and beyond
Participation	Delegates take an active part and nominate colleagues to lead aspects of workshops
Languages	Materials available in other languages where English is not the first language of your workforce; we work with you to arrange translators
Tailoring	Content adapted to your requirements and objectives

6. Getting started

To scope and quote your engagement, please have the following ready:

1. Your objectives and the audience (senior leaders, line managers or both)
2. Which sessions or workshops you want, or whether you want a programme and its budget
3. Expected delegate numbers
4. Preferred delivery: virtual (platform) or in person (location)
5. Any language or translation needs
6. Any optional support from section 3.3

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