
supporting ADHD!

PROGRAM OVERVIEW:

This training program is designed to equip leaders, managers, and teams with the tools, strategies, and understanding needed to foster a supportive and neuroinclusive environment for employees with ADHD. It addresses key challenges ADHD employees face, explores practical ways to harness their unique strengths, and provides actionable insights into creating workplaces that promote well-being, respect, and productivity for all employees.

KEY LEARNING OUTCOMES:

- Understand ADHD beyond inattention and hyperactivity, including emotional regulation, executive function, and sensory sensitivities.
- Recognise the benefits of neuroinclusive practices and how ADHD employees contribute creativity, innovation, and adaptability.
- Learn strategies to address key challenges, such as task management, communication, and sensory overload.
- Develop tools for creating flexible work environments, clear communication frameworks, and strength-based job design.
- Gain skills for providing effective feedback and onboarding support for neurodivergent employees.

WHO SHOULD ATTEND?

- HR professionals, team leaders, and managers
- Diversity and inclusion officers
- Workplace well-being or mental health coordinators
- Executives and decision-makers
- Anyone interested in creating an inclusive workplace culture



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PROGRAM INCLUSIONS:

- Interactive workshop sessions with real-life case studies and group activities.
- Comprehensive resources (e.g., templates for task management tools and communication frameworks).
- Access to a post-training survey to measure impact and track improvements.
- Option to join a follow-up support group or consultation for implementing learnings.
- Participants receive a certificate of completion.

DURATION:

- Half-day program: 3-4 hours (includes breaks).
- Full-day program: 6-7 hours (with longer breaks and lunch).
- Optional modular program: Split across 2-3 sessions over multiple days.

PROGRAM PREREQUISITES:

- No prior knowledge of ADHD or neurodiversity is required. However, participants are encouraged to complete a pre-training survey to share their expectations and specific challenges they'd like addressed.

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DETAILED PROGRAM OUTLINE:

Module 1: Introduction to ADHD and Neurodiversity in the Workplace

- Overview of ADHD: Beyond inattention and hyperactivity
- Dispelling myths and misconceptions: ADHD is not a phase
- The rise in adult diagnoses and why awareness matters

Module 3: Strategies for Building a Neuroinclusive Workplace

- Creating flexible work environments: Noise management, private spaces, and sensory considerations
- Clear communication frameworks: Managing information overload and setting expectations
- Time management tools: Pomodoro, time blocking, and prioritisation systems
- Designing strength-based roles to harness creativity and innovation

Module 5: Best Practices and Next Steps

- Implementing universal design principles to benefit all employees
- Measuring impact: Performance metrics and well-being indicators
- Resources for continuous learning and follow-up support

Module 2: Common Challenges Faced by ADHD Employees

- Executive function deficits, emotional regulation, and task paralysis
- Sensory overload and challenges in open-plan offices
- Navigating rigid structures, social dynamics, and multitasking
- Masking and its impact on mental health and performance

Module 4: Supporting ADHD Employees through Feedback and Onboarding

- Providing constructive feedback and fostering psychological safety
- Tailoring onboarding processes for neurodivergent employees
- Developing neurodivergent passports or personalised work manuals

Module 6: Wrap-Up and Q&A

- Recap of key takeaways
- Open Q&A session
- Participants complete a post-training survey to provide feedback