

DIVERGENT THINKING SERVICE OVERVIEW

*Unlocking innovation through neurodiversity
training & strategy*

Executive Summary

Divergent Thinking delivers a neurodiversity upskilling programme that moves beyond awareness into day-to-day implementation.

By combining interactive training with workflow-aligned tools—like manager micro-coaching and inclusive audits—we help you move past EDI theory into measurable action. The result? A culture that harnesses neurodiverse strengths to drive innovation, improve communication, and ensure your best talent stays and thrives.

"The best event we've ever hosted. Nat's talk was inspiring, interactive, and universally praised by attendees."
- HR Business Manager, Hg Capital

Introduction

We help organisations translate neuroinclusion into the routines that shape everyday work: communication, meetings, expectations, feedback, recruitment, and progression. We combine training with simple tools teams can use immediately, so adjustments become consistent rather than ad-hoc.

Why Neurodiversity Matters



~15-20%
of people are
neurodivergent (ND)

(Deloitte)



30%
more productive:
inclusive teams

(Harvard Business Review)



40%
don't disclose ND
due to stigma

(CIPD)



Poor inclusion costs
~£30,000
per leaver

(Oxford Economics)

Your Neuroinclusion Menu



Discovering Neurodiversity Training

⌚ 60-90 min | Live webinar / onsite

A company-wide introduction that dispels common myths, builds shared language, and clarifies practical adjustments and inclusive habits.



Leading Neurodiversity: Manager Training

⌚ 90 min | Interactive workshop (hybrid)

Practical manager training on communication, expectations, feedback, workload, meetings, and adjustments.



Lived Experience Forum (Facilitated)

⌚ 90-120 min | Virtual round-table

A facilitated session to surface real barriers and what 'good support' looks like in your context, producing clear themes and next steps.



1-to-1 Coaching & Neuroinclusion Consultancy

⌚ 60 min per session | Virtual or onsite

Tailored executive coaching and consultancy to strengthen inclusive leadership behaviours and build psychological safety for ND staff.



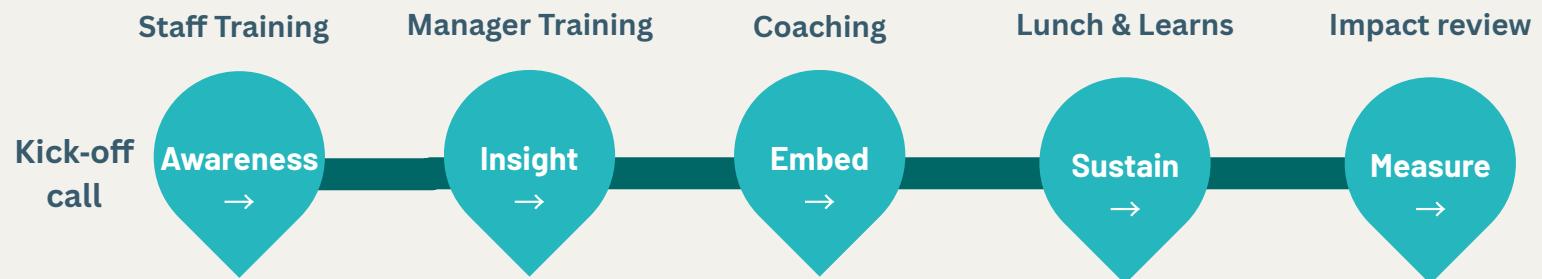
CPD-Style Lunch & Learns

⌚ 60 min each | Bite-size webinar series

Short, focused sessions that build capability over time (e.g., ND & communication, meetings, recruitment, performance, sensory/physical design, disclosure, and AI).

Each option turns neuroinclusion into everyday behaviours and workable routines.

Roadmap (Suggested)



Purpose & Impact

Mission

We champion neurodiversity to unlock innovation, inclusion & equity at work.

Why Divergent Thinking

- Led by Nat Hawley MSc – autistic, dyslexic founder
- Action-focused workshops → average NPS 88
- Documented boosts to retention & idea-generation



Who We Work With



Case Study

Jacobs Douwe Egberts

(4,000 staff UK&I)



Context

Amid a UK&I restructuring, JDE's L&D team wanted fast, engaging ways to help 120 staff collaborate across cognitive differences.

Our Approach



Designed a focused 1-hour 'Design Thinking for Neurodiversity' workshop



Modelled visual-thinking & empathy-led ideation tools managers could use same-day



Supplied a post-session playbook + captured anonymous pulse feedback to refine follow-on support

"Highly engaging, relevant, and accessible. We're already exploring how to build this into future team strategy days."

— Talent & Learning Specialist, JDE UK&I

Results at a Glance

- **92 %** rated the session "very" or "extremely engaging"
- **87 %** left with actionable strategies to support ND colleagues
- 3 follow-up bookings within 4 weeks (marketing, R&D, HR teams)

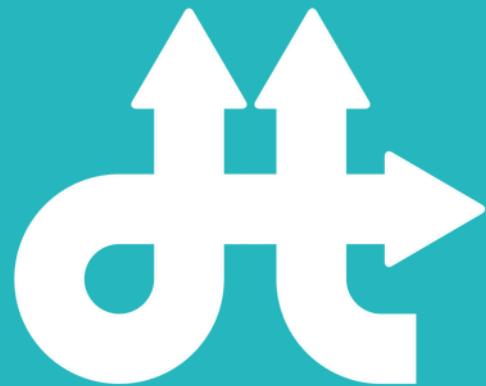
Let's Make Inclusion Happen

Our tailored workshops and audits equip leaders and teams to unlock neurodiverse talent and meet your existing EDI goals.

Let's get started.

Ready to turn neuroinclusive intent into daily practice? Book a 15-minute discovery call, or email your headcount + priority area and we will suggest the right starting point.

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Thank You