

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Supporting Neurodiversity at Work

Creating Inclusive Environments for ADHD, Autism, Dyslexia, and More

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

This programme addresses the significant number of neurodivergent individuals in the workforce and the current lack of organisational frameworks to support them effectively. Participants will gain insights into fostering an inclusive environment that leverages the unique strengths of neurodivergent employees.

Learning Objectives

- ✓ Understand the spectrum of neurodivergent profiles, including ADHD, autism, dyslexia, and dyspraxia, and recognise their implications within a professional setting.
- ✓ Identify the unique challenges and opportunities neurodivergent employees face in Indian workplaces, such as stigma and the impact of masking behaviours.
- ✓ Learn to implement practical and cost-effective adjustments to the work environment and communication styles to enhance inclusivity and productivity.
- ✓ Develop a strengths-based approach to managing neurodivergent team members, focusing on their unique talents and contributions.
- ✓ Explore strategies for building a comprehensive neurodiverse talent strategy that benefits both employees and the organisation.
- ✓ Gain an understanding of how to navigate cultural and systemic barriers in India related to neurodivergence, including education and diagnostic limitations.

WHO SHOULD ATTEND

This programme is designed for HR professionals, all levels of managers, and senior leadership aiming to create more inclusive and productive work environments.

Programme Content

1. Understanding Neurodiversity: A Spectrum of Minds

Neurodiversity encompasses variations in brain function and behaviour, including conditions like ADHD, autism, dyslexia, and dyspraxia. These are not deficits but natural variations in human cognition. Recognizing these differences helps us appreciate the unique perspectives and problem-solving approaches neurodivergent individuals bring to the workplace. Understanding these profiles moves beyond stereotypes and allows for more accurate and supportive interactions.

 **Activity:** Group discussion on common misconceptions about neurodivergent profiles.

2. Neurodivergence in the Indian Context: Challenges and Stigma

In India, neurodivergent individuals often encounter significant societal stigma and a lack of early identification due to limited awareness and diagnostic resources. Many learn to 'mask' their traits to fit in, which is emotionally and cognitively taxing and hinders their authentic contribution. Addressing these specific cultural and systemic barriers is crucial for creating a truly supportive environment. Recognising the silent costs of masking helps us value genuine inclusion.

 **Activity:** Case study analysis of a neurodivergent employee's experience in an Indian corporate setting.

3. Cost-Effective Adjustments for an Inclusive Workplace

Creating an inclusive environment often requires minimal or no financial investment, focusing instead on thoughtful adjustments. This includes modifying the physical workspace to reduce sensory overload, adapting communication methods for clarity and directness, and offering flexibility in work arrangements. These adjustments can significantly enhance the comfort and performance of neurodivergent employees, benefiting the entire team. Implementing these changes demonstrates a commitment to valuing diverse cognitive styles.

 **Activity:** Brainstorming session for low-cost workplace adjustments.

4. Strengths-Based Management for Neurodivergent Talent

Effective management shifts from focusing on perceived challenges to leveraging the inherent strengths of neurodivergent employees. Individuals with conditions like autism may possess exceptional attention to detail or pattern recognition, while those with ADHD might excel in creative problem-solving and fast-paced environments. By understanding and nurturing these unique abilities, managers can foster higher engagement, innovation, and overall team performance. This approach cultivates a sense of belonging and empowers individuals to thrive.

 **Activity: Role-playing exercise: Manager-employee feedback session focusing on strengths.**

5. Building a Neurodiverse Talent Strategy

Organisations can proactively build a neurodiverse talent strategy by embedding inclusivity into recruitment, onboarding, and ongoing development processes. This involves reviewing job descriptions for inclusive language, offering diverse interview formats, and providing clear, structured support systems. A neurodiverse talent strategy not only broadens the talent pool but also fosters a culture of innovation and empathy. Embracing neurodiversity enriches the organisation with a wider range of perspectives and skills.

 **Activity: Developing key components of a neurodiverse talent strategy.**

6. Navigating Indian Systemic and Educational Barriers

Understanding the landscape of education and diagnosis in India is vital for supporting neurodivergent employees. Limited access to specialised educational support and diagnostic services can lead to delayed or missed identification. Organisations play a role in bridging these gaps by promoting awareness, providing resources for assessment, and advocating for inclusive educational practices. By acknowledging these systemic challenges, we can create more equitable pathways for neurodivergent individuals within the corporate world. This proactive stance supports career growth and well-being.

 **Activity: Discussion on organisational advocacy for improved neurodivergence support in education and healthcare.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct an internal awareness session on neurodiversity for all employees.	HR	Week 1	Ensure the session uses inclusive language and addresses common misconceptions.
Review and update recruitment materials and processes to be more neurodiversity-friendly.	HR	Month 1	Include statements about commitment to diversity and offer accommodation options for interviews.
Develop a guide for managers on implementing reasonable adjustments for neurodivergent team members.	Manager	Week 2	Focus on practical, low-cost adjustments related to communication, environment, and flexibility.
Establish an internal resource hub or contact point for employees seeking information or support on neurodiversity.	HR	Month 1	This could be an intranet page with relevant links and contact details.
Incorporate strengths-based feedback training into existing management development programs.	HR/Manager	Month 2	Emphasise identifying and nurturing unique talents and contributions of all employees.
Explore partnerships with local organisations or experts to enhance diagnostic and support resources for neurodivergent talent.	Leadership	Quarter 1	Identify and engage with relevant NGOs or professional bodies in India.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.