

Julie Cockerill

EMBRACING NEURODIVERSITY:

**Building inclusive workplaces
where all minds thrive!**



**Up to 20% of your workforce is likely neurodivergent
– but most won't tell you.**

Many mask their neurodivergent traits to fit in, which means you're not tapping into their full potential. Neurodiverse teams have been proven to drive innovation, creativity, and resilience. By embracing **neuro-inclusivity**, you unlock hidden talent, boost engagement, and set your organisation apart. It's time to build a workplace where **every mind can thrive**.

Three ways we can help you build a Neuro-inclusive workplace!



Neuro-inclusive Audit & Needs Analysis

Not sure where to start? Are your current practices and systems neuro-inclusive? Need help building a roadmap?

An Audit and Needs analysis can help you:

- ✓ Understand current state
- ✓ Uncover current challenges & strengths
- ✓ Create a tailored strategy



Education for Employees and Leaders

Understanding and leading neurodiverse teams requires awareness and skill.

Training programs empower your leadership and teams to embrace neurodiversity - creating truly inclusive environments.

- ✓ Build foundational knowledge
- ✓ Equip Managers with tools and insights



Build Thriving Teams

Tailored programs to deepen and build resilient teams through strengths, psychological safety and wellbeing programs.

Training and workshops designed to:

- ✓ Identify and harness Strengths at individual & team level.
- ✓ Wellbeing & Psychological Safety practices
- ✓ Leadership Coaching

Ready to Build a Neuro-Inclusive Future?

We take a **strength-based approach to neuro-inclusivity**. Our **PACE Model** focuses on four key pillars that drive success in neurodiverse workplaces: **People** Processes, **Ability** Awareness (Education), **Capability** Building (Leadership), Empowering **Strengths**.

We're here to help you create a workplace where every team member can unlock their full potential. Our **3 core Neuro-inclusive programs** (below) can be customised based on your organisations requirements.

Neurodiversity Awareness

A Comprehensive Introduction to neurodiversity, the different types of neurodivergence, their traits, strengths and challenges.

- ✓ Foundational level
- ✓ For all employees
- ✓ 90 minutes
- ✓ Facilitator led: F2F or Virtual
- ✓ Delivered by Julie (Neurodivergent (ADHD))

Leading Neurodiverse Teams

A session designed for leaders to understand how to lead and support their neurodivergent team members.

- ✓ Interactive & practical session
- ✓ Provides leaders with tools and strategies
- ✓ 2 hours
- ✓ Facilitator led: F2F or Virtual
- ✓ Session can be customised based on goals.

A Strength-Based Approach to leading Neurodiverse Teams

Ready to embrace building a high performing, strength-based neurodiverse team?

This program is designed to create a brain-friendly, strength-based team environment that is truly neuro-inclusive.

- ✓ Strengths Assessments - Individual and Team
- ✓ Individual & team de-briefs
- ✓ Team Workshop/s and tools provided

LET'S CONNECT and discuss how we can help you **build inclusive and thriving teams**.

With over three decades of leadership and consulting experience in People and Culture across the Asia Pacific, UK, and Europe, I've partnered with top-tier organisations like Veda (Equifax), Unisys, Booz & Co, Merrill Lynch, Fairfax, and the Starwood Group.

I specialise in helping leaders and teams **thrive** by building **brain-friendly, high-performing** cultures that foster **emotional resilience** and align with organisational goals.

Drawing from my lived **neurodivergent/ADHD experience**, 30 years of leading teams and businesses, combined with my wellbeing and **neuroscience-backed coaching**, I empower leaders to **cultivate neuro-inclusive teams** that excel in dynamic, fast-changing environments.

As a **Master Strengths Practitioner**, I focus on leveraging strengths to unlock potential. **My Top 5 Strengths are:** Growth, Planner, Connector, Catalyst, and Humour—traits I bring to every partnership to drive meaningful transformation.



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