



About us

At Bee Brilliant People Development, we have a very clear vision, mission and purpose.

We know how challenging, inequitable and inaccessible the workplace is for so many, and we are committed to changing this and **unleashing the power and potential of Neurospicy Human Beings.**

By **positively disrupting the workplace status quo** through training, awareness and coaching, we can shift the narrative around Neurodiversity and help employers recognise the many strengths and opportunities a Neurodiverse workforce brings.

Our mission is **“to change the world of work by creating workspaces and cultures of belonging where people of all Neurotypes can achieve their full potential and thrive”.**

We believe everyone benefits when they feel safe and like they belong, are valued, and can thrive. Simply put, working with us is an investment in your people and business.

We understand that change is not easy and cannot be achieved overnight. It requires knowledge, tools, and investment; we support you every step of your journey, providing you with the knowledge and expertise to help you achieve sustainable and lasting change that positively impacts your business and people.

We partner with you and your people, including your Neurodivergent people, to develop and deliver targeted solutions to meet your needs.

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Here's how we can support you in embedding Neurodiversity in your business

(this is not exhaustive, and we will design a programme bespoke for you and your business, depending on your level of maturity and budget).

1. Neurodiversity Education, Training, and Awareness:

Everything starts with knowledge. We will equip your business, leaders and managers with the practical tools, knowledge, and awareness required for success and change.

2. Neurodiversity Lived Experience Talks:

We will help educate you and your people through impactful real-life experience talks, sharing valuable insights and takeaways about life on the spectrum from a respected global Neurospicy speaker.

3. HR Consultancy and Strategic Support:

We will support you with external expertise to enhance and strengthen your existing HR policies and practices, embedding Neurodiversity systemically as a core people and business enabler.

4. Leadership Support:

We will partner with your leadership team, providing critical and constructive feedback, challenge and accountability from the top down. We will help you make Neurodiversity in the workplace a strategic priority for your business.

5. Neurodiversity Culture Audit:

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We will conduct a culture audit, assess your current workplace culture, engage with and seek tangible feedback from your people, evaluate and provide actionable recommendations for change, and support you in embedding these.

6. Strategies and Policies:

We will provide expert external perspectives, challenges and recommendations on your existing people policies and strategies, supporting you in developing your own Neurodiversity Strategy. This requires a strategic, timely and measurable approach, not sticking plaster solutions.

7. Talent and Recruitment Reviews:

Optimise your talent acquisition process by reviewing and providing the practical guidance, tools and support to enhance all aspects of your current talent and recruitment approach from pre-joining to onboarding through the employee lifecycle up to and including off-boarding.

8. People, Places, and Spaces Reviews:

We will work with you and your Neurodivergent people to create an inclusive environment for all Neurotypes by evaluating and supporting you to adapt your workspace to create a space where your Neurodivergent people can thrive.

9. Neurodivergent representation:

We will support you in fostering internal relationships with your Neurodivergent people by building and expanding internal Neurodiversity Employee Groups so that your people have a voice and can help practically and collaboratively inform and support change in your business that supports

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Neuroinclusion and Neuroaffirmative behaviours. We will help you enhance this offer by establishing and training Neurodiversity Champions, allies, and senior sponsors in your workplace.

10. Support and guidance:

We will provide you and your business with the resources, knowledge and tools to enhance and underpin your Neurodiversity Strategy, including:

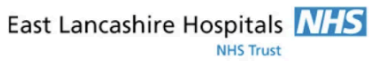
- Access to external tools and resources to support you in growing your internal knowledge hub
- Access to Work (A2W) funding (help you understand and access)
- Access to professional ADHD and Neurodivergent Coaches
- Access to private ADHD/ASD assessments and support (through our expert partners at [RTN Mental Health Solutions](#))

Our clients:

Here's a snapshot of some of the many clients we have supported to make Neurodiversity in the workplace a key people enabler in their business. Let's add you to this list.

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OUR CLIENTS



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