



The Mensah
Wellbeing
Group



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The Corporate Framework

Training Brochure

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The Employers Reality >

- 15–20% of UK adults are neurodivergent. (ACAS, 2025)
- 1 in 5 neurodivergent employees experience harassment or discrimination at work. (CIPD, 2024)
- Only 38% of organisations provide proactive, meaningful support, with many struggling to embed effective adjustments. (CIPD, 2024)
- Work-related stress, anxiety and depression caused 22.1 million lost working days in 2024/25. (HSE, 2025)
- From April 2026, SSP will be paid from day one & is projected to increase employer costs to £1.07 billion annually. (Gov.UK, 2025)

Why Wellbeing Investment Isn't Paying Off >

- Wellbeing and DEI initiatives are often generic and awareness-led, not operational
- Managers lack confidence, tools and clear frameworks to implement adjustments
- HR teams are forced into reactive case management, increasing workload and risk
- Adjustments remain inconsistent or undocumented, undermining fairness and compliance

The impact? Lost talent, rising absence costs, reduced engagement and reputational risk. Without embedded systems, shared language and practical tools, change stays surface level.



What Makes Us Different?

We lead with curiosity, kindness and compassion, combining clinical expertise with lived experience to educate beyond generic training.

Our programme is bespoke and personalised to your organisation, centred around transforming how you approach wellbeing, inclusion and performance.

All our resources, including the **Wellbeing at Work Profile**, are created through a Universal Design lens, making them accessible for all employees.

Who Benefits?

- ✓ **HR & People teams:** by reducing pressure and complexity.
- ✓ **Leadership/Managers:** by increasing confidence, consistency and early intervention.
- ✓ **Neurodivergent employees:** through clear adjustment pathways and self advocacy support.
- ✓ **Teams as a whole:** by improving communication, collaboration and mutual understanding.

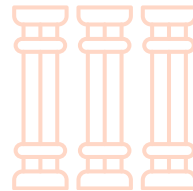
Our Solution?

The Corporate Training Framework brings together three interconnected programme pillars that work most effectively when implemented together.

This framework is designed to embed wellbeing, inclusion and neurodivergent informed practice across your organisation.

Leading the way for sustainable cultural change rather than one off interventions.

Programme Pillars



1

Training & Capability Building

Building confidence, knowledge and practical skills across your organisation.

Who is this for: HR Teams, Leaders, Employee's

What's included:

- Neurodivergence in the Workplace training
- Mental Health First Aid & workplace wellbeing training
- Manager capability sessions on neurodivergent informed leadership
- Team training on inclusive communication & performance support

How this supports:

- Builds manager confidence and consistency
- Reduces reactive wellbeing issues
- Supports earlier, more effective intervention

2

HR Processes, Policy & Systems

Embedding inclusive practice into the fabric of how your organisation operates.

Who is this for: HR/People & Culture Teams

What's included:

- Documented pathways for reasonable adjustments
- Managing sickness absence efficiently and consistently
- ND informed probation & performance management
- Wellbeing escalation frameworks
- **Wellbeing at Work Profile** implementation
- Inclusive onboarding for new starters
- Support during role changes or new managers
- Continued support frameworks for existing employees

How this supports:

- Reduces repeated and complex HR cases
- Improves clarity, consistency and legal compliance
- Embeds inclusive practice across the employee lifecycle
- Mitigates the risks of discrimination & tribunal cases

3

Employee Empowerment & Navigation

Supporting neurodivergent employees to thrive, build natural confidence and feel empowered in the workplace.

Who is this for: Neurodivergent Employee's

What's included:

- Navigation pathway workshops for neurodivergent employees
- Support with internal communication, systems & self-advocacy tools
- Guidance on requesting reasonable adjustments and wellbeing support

How this supports:

- Reduces reliance on line managers, HR & OH for ongoing individual case management
- Increases employee confidence and engagement
- Strengthens retention of neurodivergent talent



Why Does This Work?

Our approach works because it moves organisations from reactive problem solving to proactive inclusion systems.

The framework:

- Creates a shared language across HR, managers and employees
- Embeds inclusive practice into everyday systems and behaviours
- Reduces reactive wellbeing management and organisational risk
- Supports long-term cultural change, not one off training

Ongoing & Scalable Support

Alongside structured training and system design, we provide ongoing, scalable support to help organisations embed lasting cultural change, support long term engagement, retention and organisational resilience.

This may include:

- Continued support for new hires
- Refresher training sessions
- Periodic reviews of adjustment practices and wellbeing feedback

This approach ensures inclusion and wellbeing are embedded into everyday practice, sustained over time and not reliant on individual managers or one-off training.



Additional Ways to Work With Us >

Individuals & Families:

- **ADHD, Autism & Combined Assessments**
- **Adult & Parent Neurodivergent Navigation Pathways:** Personalised support for adults and parents, including coaching & workshops. **No diagnosis required.**

Organisations & Professionals:

- **Neurodiversity Training Programmes:** Bespoke practical workshops and training packages for education settings, corporate teams, healthcare practitioners and coaches.
- **First Aid & Mental Health FA Training:** Training courses for organisations of all sizes, led by over 20 years of combined frontline experience across clinical and military settings. (Accredited & Non-Accredited Training Available)
- **Clinical Coaching & Supervision:** Professional development for coaches and healthcare professionals with neurodivergent clients.





Lets Talk!

We would welcome the opportunity to deliver a 20 minute presentation (we are happy to come to you) at your earliest convenience, where we can answer any questions and explore how we can make an impactful positive change together.

P.S. We promise to provide the coffee!

In the meantime, please explore our website to learn what makes us the partnership you need.



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From Us To You-
Check Out Our Handy
Cheat Sheet >>





Cheat Sheet

Core Terms.

- **Neurodivergent (ND)** – A person whose brain works differently from what society considers “typical” (e.g. ADHD, autism, dyslexia).
- **Neurotypical (NT)** – A person whose brain functions in ways society considers typical.
- **Neurodiversity** – The idea that all brain differences are natural variations, not defects.

Neurodiversity is an umbrella term that includes a wide range of thinking and learning differences.

Some of the most recognised ND conditions include:

Condition	Strengths	Potential Challenges
Attention Deficit Hyperactivity Disorder (ADHD)	Often bring high energy, creativity, and problem solving skills to a team, thriving in dynamic environments.	May struggle with focus, impulsivity, or time management.
Autism Spectrum Disorder (ASD)	Often excel in pattern recognition, deep focus and logical thinking.	May experience sensory sensitivities and prefer structured routines and clear communication.



Important: These are broad characterisations, and every person's experience is unique, so what they experience may differ from expectations and cannot be fully captured in a single description.

Condition	Strengths	Potential Challenges
Dyslexia	Often highly creative and excel in visual thinking and problem solving.	May find reading, spelling and written language challenging.
Dyspraxia	Often excel in strategic thinking, empathy and verbal communication.	May have challenges with motor coordination and organisation.
Dyscalculia	Can be highly skilled in creative and linguistic fields.	Difficulty with numbers, maths and time.
Tourette's Syndrome	Often have high levels of focus and strong verbal abilities.	Tourette's is characterised by involuntary movements or sounds (tics).
Obsessive Compulsive Disorder (OCD)	Often have strong attention to detail, deep analytical thinking and persistence.	May struggle with repetitive thoughts or behaviours.
Pathological Demand Avoidance (PDA)	Often excel in creative thinking, negotiation, and adaptability when given the right support.	PDA is a profile within autism where individuals experience a high need for autonomy and struggle with direct demands.
Auditory Processing Disorder (APD)	Often excel in visual and hands-on learning.	Difficulty processing verbal information in noisy environments



Brain & Behaviour Terms:

- **Executive Dysfunction** – Difficulty starting, organising, prioritising or finishing tasks.
- **Hyperfocus** – Intense focus on one thing, often losing track of time or surroundings.
- **Time Blindness** – Difficulty sensing or managing time.
- **Emotional Dysregulation** – Strong emotions that are hard to control or calm.
- **Task Paralysis** – Feeling mentally stuck and unable to start a task.

Sensory & Social Terms:

- **Sensory Sensitivity** – Being extra sensitive to sound, light, textures, smells, or touch.
- **Sensory Overload** – When too much sensory input becomes overwhelming.
- **Stimming** – Repetitive movements or sounds that help regulate emotions or sensory input.
- **Masking** – Hiding neurodivergent traits to fit in socially (often exhausting).

Identity & Language:

- **Self-identifying** – Recognising yourself as neurodivergent without a formal diagnosis.
- **Late-diagnosed** – Receiving a diagnosis in adulthood.
- **Lived Experience** – Knowledge gained from personally experiencing something, not from textbooks.