



# Inclusion Impact Framework™

Experience neurodiversity -  
don't just read about it



# WHO IS THE INCLUSIVE CREW™?

The UK's first neuroinclusion training  
powered by immersive VR.

- ⚡ Walk in someone else's shoes - literally
- ⚡ Transform understanding in hours
- ⚡ Build confidence that lasts

Start with our FREE Neuroinclusion Audit

Discover your baseline and get actionable  
improvements





# THE PROBLEM WE SOLVE


Your workplace is losing brilliant minds (and money).

1 in 5 people are neurodivergent. But most don't feel safe disclosing it. Why?

Because workplaces accidentally exclude them every single day:

- Meetings that drain instead of energize
- Communication that confuses instead of clarifies
- Support that misses the mark
- Environments that overwhelm instead of enable

The real cost to UK businesses:

- £2,400 average cost to replace each employee who leaves
  - 31% higher turnover rate for unsupported neurodivergent staff
  - £15,000 average tribunal payout for disability discrimination cases
  - 146% more sick days taken when neurodivergent staff lack support
  - £32.7 billion annual cost to UK economy from lost neurodivergent talent
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# THE PROBLEM WE SOLVE

Plus the hidden costs:

- Innovation that never happens
- Projects delayed by miscommunication
- Customers lost to competitors with better-supported, happier teams

We don't just talk about these barriers. We let you experience them.

*"Within 5 minutes in the VR lab, I finally understood why my colleague struggled in our open office. Twenty years of diversity training hadn't taught me what those 5 minutes did."*

– Operations Director, Financial Services







# WHAT MAKES US DIFFERENT

Most inclusion training tells you what to think. We show you how it feels!

Our VR Labs Include:

 The Sensory Overwhelm Experience  
Feel the crushing weight of fluorescent lights, background chatter, and competing demands through autistic sensory processing

 The ADHD Task Marathon  
Attempt to complete "simple" admin while your brain pulls you in seventeen directions

 The Dyslexic Decode Challenge  
Read critical instructions while letters swim and context clues vanish

 The Anxiety Amplifier  
Present to a team while experiencing social anxiety's physical symptoms

 The Masking Mirror  
Experience the exhaustion of suppressing your natural traits for 8 hours





# WHAT MAKES US DIFFERENT

Why VR changes everything:

- ✓ 85% better retention than traditional training methods
- ✓ 4x faster behavior change than classroom learning
- ✓ 275% increase in confidence to apply learning
- ✓ 100% of participants report "perspective permanently changed"

What you can expect from our workshops:

- Profound "lightbulb moments" that reshape understanding
- Practical tools you'll actually use (not dusty handbooks)
- Increased team cohesion and psychological safety
- Confidence to have difficult conversations
- An end to "walking on eggshells" around difference

*"I've sat through countless workshops. This was the first time I felt it. The VR experience was transformative."*

– HR Director, Tech Sector





# OUR INCLUSION IMPACT FRAMEWORK™

Two powerful pathways that deliver results:

 Core Experience for All Staff (2.5 hours)

What you'll experience:


Part 1: Reality Check (30 mins)

- Bust neurodiversity myths holding your team back
- Discover the value of neuroinclusion
- Learn the spectrum of neurodivergent experiences
- Self-assessment: identify your own brain preferences

Part 2: VR Immersion Labs (60 mins)

- Rotate through 5 perspective-shifting experiences
- Guided debriefs after each immersion
- Observer worksheets for shared learning
- Emotional support throughout

Part 3: Bridge to Action (45 mins)

- Redesign your worst meeting / process / communication
  - Get your Inclusive Communication Playbook
  - Map your team's cognitive diversity
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# OUR INCLUSION IMPACT FRAMEWORK™

Part 4: Sustaining Change (15 mins)

- Commit to your personal "One Change Challenge"
- Access your digital toolkit (worth £500)
- Schedule your 30-day check-in

 Leadership Power-Up (+90 mins)

Additional outcomes for managers:

- Get your "50 Adjustments Under £50" guide
- Practice with 6 real disclosure scenarios
- Learn neuroinclusive performance management
- Receive your Manager Confidence Certificate

Expected outcomes:

- 92% of participants successfully handle their next disclosure
- 78% implement at least 3 workplace adjustments within a month
- 100% report increased confidence in supporting neurodivergent team members

*"As a manager, I went from dreading disclosure conversations to welcoming them. The confidence shift was immediate."*

– Team Lead, Healthcare







# THE ROI OF REAL INCLUSION


Your Free Neuroinclusion Audit reveals your starting point.

Here's what companies typically achieve:

## **Immediate Impact (Month 1):**

- Meeting effectiveness up 40% (saving 3 hours / week per employee)
- "Misunderstanding incidents" down 58%
- Psychological safety scores increase 35%
- First voluntary neurodivergent disclosure within 2 weeks

## **Quarter 1 Results:**

- Sick days reduced by 32% (an average saving of £1,800 per employee)
  - Staff turnover down 25% (saving an average of £24,000 per 10 staff)
  - Productivity metrics up 18% (worth £6,500 per employee annually)
  - Customer satisfaction scores improve 15%
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# THE ROI OF REAL INCLUSION

## Year 1 Transformation:

- Recruitment costs reduced by £45,000 (based on 100-person company)
- Tribunal risk reduced by 80% (potential saving of £15,000+)
- Innovation metrics up 23% (measured by new ideas implemented)
- Employer brand ranking improves (48% easier recruitment)

## The Numbers That Matter:

### Your investment:

From £2,000 for up to 20 participants

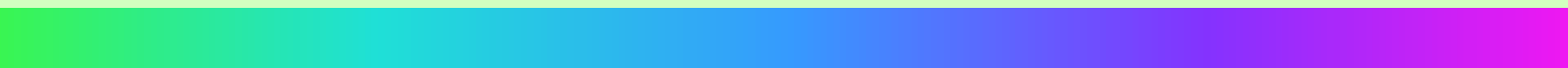
Average first-year return: £127,000 (100-person company)

ROI: 5,080%

\*Bespoke pricing available for companies larger than 100 employees

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– Team Lead, Healthcare





# **FLEXIBLE DELIVERY & YOUR FREE AUDIT**

## **Start with Clarity:**

Your Free Neuroinclusion Audit

Before training, we provide:

- 90-minute assessment of your current state
- Heat map of inclusion gaps and strengths
- 10 quick wins you can implement immediately
- Customised training plan
- Benchmark report against your industry

## **Flexible Delivery Options:**

- ✓ In-person immersion: Full VR lab setup at your location
- ✓ Hybrid delivery: VR experience + virtual discussion
- ✓ Multi-site rollout: Consistent experience across locations
- ✓ Lunch & Learn series: Bite-sized sessions over time

Group sizes: 20-30 participants per session (optimal for discussion and VR rotation)





# **FLEXIBLE DELIVERY & YOUR FREE AUDIT**

## **Sustained Impact Package:**

- Monthly "Inclusion Moments" newsletter
- Annual progress audit and celebration
- Discounted refresher workshop after 6-12 months

## **Industry-Specific Customisation:**

We adapt scenarios for:

- Financial services
- Healthcare
- Technology
- Retail
- Education
- Manufacturing
- Creative industries

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# ABOUT INCLUSIVE CREW

**Real experience. Real impact. Real results.**

Founded by Phillipa Nicholson, who brings:

- Lived experience as a neurodivergent professional
- 10+ years in talent management and recruitment
- Military background in RAF & Air Traffic Control (where mistakes aren't an option)
- Award-winning innovation in neuroinclusion
- Creator of the UK's first VR-powered neuroinclusion programme

## **Our approach:**

- Neuroaffirming: Focusing on strengths and systemic change
- Evidence-based: Grounded in neuroscience and lived experience
- Continuously updated: New scenarios added quarterly

## **Our promise:**

No death by PowerPoint. No virtue signaling. No empty certificates.

Just profound understanding that changes your workplace forever.







# 3 WAYS TO START YOUR JOURNEY

## 1. Get Your Free Audit

Discover exactly where you are and where you could be

- Policy assessment
- Immediate actions

## 2. Download Free Resources

"The Neuroinclusion Quick Start Kit"

- 10 changes that cost nothing
- Meeting makeover template
- Communication decoder [Download now]

3. Let's have a 30 minute chat about what you could expect for your company + staff

✉ [Hello@inclusivecrew.co.uk](mailto:Hello@inclusivecrew.co.uk)

🌐 [www.inclusivecrew.com](http://www.inclusivecrew.com)

LinkedIn: /inclusive-crew

"In a world designed for one type of brain, be the organization that works for all minds."

