



Inclusion Impact Framework™

Experience neurodiversity -
don't just read about it



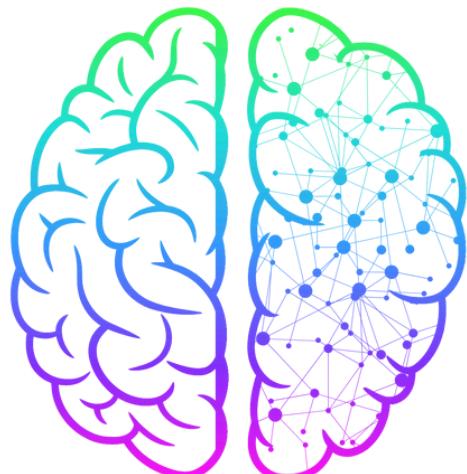
WHO IS THE INCLUSIVE CREW™?

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



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



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%



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

 www.inclusivecrew.com

LinkedIn: [/inclusive-crew](https://www.linkedin.com/company/inclusive-crew/)

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