

# NEURODIVERSITY IN THE WORKPLACE

OUR SERVICES





# NEURODIVERSITY IN THE WORKPLACE

*Click on the menu to go to to your chosen page*

About Neurodiversity

---

Our Approach

---

Our 4 Step Program

---

Our Options

---

Our Prices

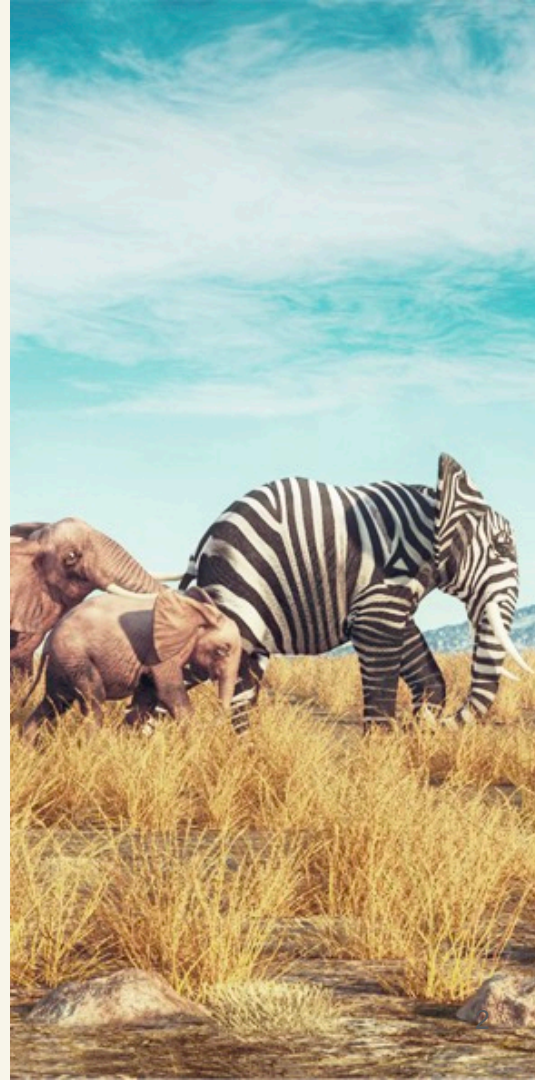
---

About Sens & Nuances

---

Sens & Nuances

www.sens-nuances.com  
info@sens-nuances.com





# ABOUT NEURODIVERSITY



Sens & Nuances

[www.sens-nuances.com](http://www.sens-nuances.com)  
[info@sens-nuances.com](mailto:info@sens-nuances.com)

# Neurodiversity - a short introduction

---

- The **Neurodiversity movement** started thanks to Judy Singer, an Australian sociologist who worked on the subject as part of her thesis in the late 1990s. Although **Autism** was associated with this movement. It was later extended to any variation in how the brain works, as opposed to what is considered being the norm and also includes variations such as
  - **giftedness,**
  - **attention disorder** (AD/HD),
  - **learning difficulties,**
  - **high sensitivity.**
- "**Neurodivergent**" or "**neuroatypical**" refers to anybody whose brain functions differently than the so called norm.
- "**Neurodiverse**" refers to everybody, implying we all have different ways of thinking.



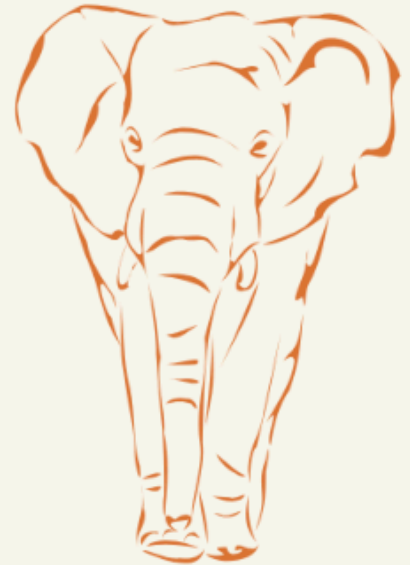
# Neurodiversity - a short introduction

---

Statistics show that **20% of the population** are considered neurodivergent, although these only include people who have officially been diagnosed, which is still a minority.

A 2018 Deloitte study reported, among other things, that **companies with an inclusive policy**, which inclusion of neuroatypical profiles is part of, benefits from

- greater innovation and agility,
- greater collective intelligence,
- better management of challenges,
- talent retention,
- stronger culture.





# OUR APPROACH



Sens & Nuances

[www.sens-nuances.com](http://www.sens-nuances.com)  
[info@sens-nuances.com](mailto:info@sens-nuances.com)

# All unique

---

Each person is unique, and fostering a neurodiverse-friendly workplace requires understanding different needs, strengths, and ways of functioning—without labeling individuals.

Creating an inclusive environment enhances collaboration, productivity, and well-being, benefiting both neurodivergent and neurotypical employees. When people feel safe and supported at work, they are significantly more productive and innovative.



# Our 4-step program

---



## Step 1 **Increase awareness**

by introducing the neurodiversity concept to your teams.



## Step 2 **Understand**

and identify the most common types of neurodiversity and their characteristics in a business context.



## Step 3 **Empower**

and provide internal support around neurodiversity.



## Step 4 **Take Actions**

by promoting a positive company culture and implementing the actions your teams have worked on.



# Our 4-step program



	<b>Step 1</b> <b>Increase awareness</b>	<b>Step 2</b> <b>Understand</b>	<b>Step 3</b> <b>Empower</b>	<b>Step 4</b> <b>Take Actions</b>
1 hour interactive format about Neurodiversity	✓	✓	✓	✓
Neurodiversity training for all employees		✓	✓	✓
Neurodiversity Ambassadors training			✓	✓
Leaders and managers trainings			✓	✓
Neurodiversity in HR				✓
1 process optimization (HR, PM, com, ...)				✓

# OUR 4 STEP PROGRAM



Sens & Nuances

[www.sens-nuances.com](http://www.sens-nuances.com)  
[info@sens-nuances.com](mailto:info@sens-nuances.com)



Step 1

## Increase awareness

Being inclusive and diverse starts with increasing **awareness of different profiles** and understanding some of the **key characteristics**.

- **Audience:** All employees
- **Goal:** Thanks to an interactive format discover the neurodiversity concept and its benefits for your company and teams.
- What you will gain through **interactive and practical format:**
  - ✓ Know more about the most common types of neurodivergence and their strengths,
  - ✓ Develop a better understanding and acceptance for brain differences,
  - ✓ Make a first step towards more effective collaboration.
- **Format:** 1 hour of input and discussion.





## Step 2

# Understand

### Train your teams to create a **neurodiverse friendly environment!**

- **Audience:** All employees
- **Goal:** This engaging training will deepen your understanding of neurodiversity, its characteristics, and the opportunities it brings to the workplace and with your clients. Learn how different ways of thinking, working, and communicating can become strengths rather than challenges and how to successfully integrate them on a daily base.
- Through **interactive and practical format**, you will:
  - ✓ **Explore** key neurodivergent profiles, including high sensitivity, AD(H)D, learning difficulties, giftedness, Autism spectrum.
  - ✓ **Experience** neurodiversity in group sessions and discussions, role plays and real-life scenarios, videos and self-reflection exercises.
  - ✓ **Shift your mindset**—from focusing on challenges to recognizing strengths.
  - ✓ **Discover best practices** to foster an inclusive, neurodiverse-friendly work environment that enhances collaboration, creativity and efficiency.
- **Format:** 6 hours of hands-on learning that will change the way you see and interact with the world around you.



## Step 3 Empower

### Supportive environment thanks to **Neurodiversity Ambassadors**

- **Audience:** Volunteers willing to become Neurodiversity Ambassadors who already got the previous training.
- **Goal:** Create a neurodiverse friendly culture and support by training volunteers on in-depth topics around neurodiversity for them to be the preferred interlocutors for any question or support.
- **What you will learn**
  - ✓ Further details about certain **forms of neurodivergent**,
  - ✓ **Tips to communicate** in the best possible way within neurodiverse teams,
  - ✓ Keys to understand **organization and time management** within neurodiverse teams,
  - ✓ Discover the impact of Neurodiversity on **Mental Health**,
  - ✓ **Best Practices** to manage possible difficult conversations,
  - ✓ All that in a very **practical way** thanks to group sessions, role plays, case studies, discussions, etc.
- **Format:** 3 hours



## Step 3

# Empower

### Supportive environment thanks to **trained leaders**

- **Audience:** Managers and team leaders who already got the previous training.
- **Goal:** Understand and identify neuroatypical team members in order to support them best at work.
- **What you will learn:**
  - ✓ Reflect on your **neurodiversity type** and specificities,
  - ✓ Reflect on the neurodivergence or diversity types within **your team**,
  - ✓ Understand **specific needs** and how to answer them best,
  - ✓ **Communicate** according different neurological profiles,
  - ✓ Keys to **collaborate and organize** a multi-talented team,
  - ✓ All that in a very **practical way** thanks to group sessions, role plays, case studies, discussions, etc.

- **Format:** 3 hours





## Step 4

### Take actions

#### Supportive environment thanks in **Human Resources**

- **Audience:** HR leaders and employees
- **Goal:** Equip your team with the knowledge, tools, and confidence to recruit, support, and retain neurodivergent talent, fostering a truly inclusive and high-performing work environment.
- **What you will learn:**
  - ✓ Neuro-inclusive hiring and recruitment strategies,
  - ✓ Interview best practices,
  - ✓ Reducing biases in recruiting and management,
  - ✓ Legal and Ethical considerations in Germany,
  - ✓ Accommodations and best practices to support neurodivergent employees,
  - ✓ Mental health and well-being.
- **Format:** 6 hours



## Step 4

# Take actions

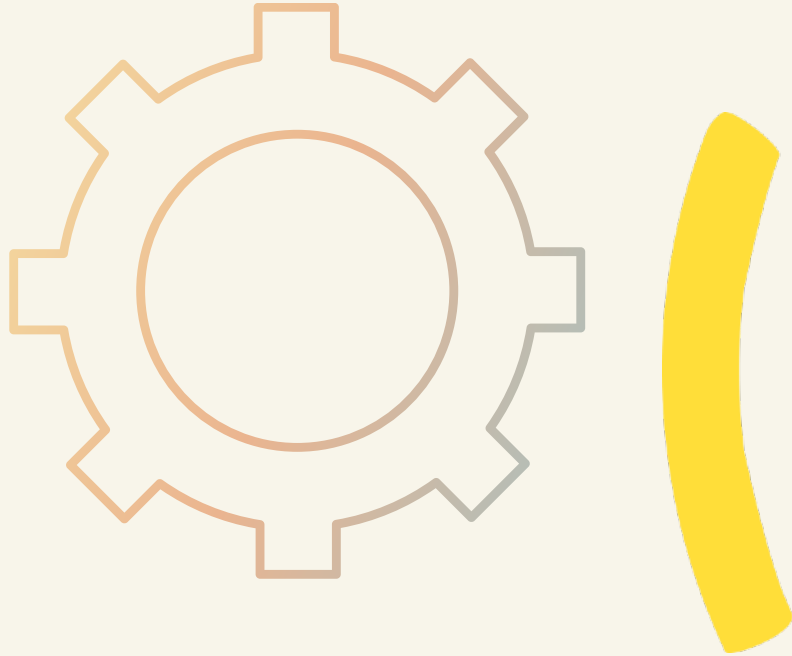
### Supportive environment thanks to **optimized processes**

- **Audience:** Dedicated groups incl. 1 expert, 1 manager, 1 ND-Ambassador.
- **Goal:** Review current processes and tools in order to encourage a better collaboration between teams and team members.
- **What we'll do:**
  - ✓ **Analysis** of a chosen process,
  - ✓ Improvement **recommendations** based on your company's way of functioning,
  - ✓ **Action plan** for your team to conduct the change,
  - ✓ **Follow-up session** to test and adjust if needed.
- **Format:**
  - **Preparation** with the selection of one process or tool to be improved,
  - 1 hour **briefing** session,
  - Internal **surveys** and/or **brainstorming** sessions to develop individual strategies.
- **Our recommendations:**
  - HR processes, especially recruiting and onboarding,
  - Communication guidelines (including feedback),
  - Adjustments in the workplace.

# OPTIONS







## Options

In addition to structured trainings, individual coachings for team members and supervision for Neurodiversity Ambassadors are essential for ensuring long-term success and real cultural changes.

**Coaching** helps employees—both neurodivergent and neurotypical—navigate challenges, leverage strengths, and enhance collaboration in a way that suits their unique work style.

Meanwhile, **supervision** for Neurodiversity Ambassadors provides ongoing guidance, ensuring they have the necessary support, tools, and strategies to advocate effectively within the organization and support neurodivergent colleagues.

These personalized approaches reinforce inclusion, empower individuals, and create a sustainable neurodiverse-friendly workplace.

# PRICES

Sens & Nuances

[www.sens-nuances.com](http://www.sens-nuances.com)  
[info@sens-nuances.com](mailto:info@sens-nuances.com)



# Our 4-step program - Prices

	Step 1 Increase awareness	Step 2 Understand	Step 3 Empower	Step 4 Take Actions
Package price	1.250 €	+ 3.500 €	+ 3.500 €	+ 7.000 €



Interactive format about ND - 1 hour	1.250 €			
ND training for all employees - 6 hours		3.500 €		
ND Ambassadors training - 3 hours			1.750 €	
Leaders and managers trainings - 3 hours			1.750 €	
ND in HR - 6 hours				3.500 €
1 process optimization (HR, PM, com, ...) - Pack				3.500 €

Our prices do not include VAT (19% within Germany)  
Additional travel costs might be charged for any services outside of Berlin.



# Our Options - Prices

---

	Costs/hour	Nb	Price
<b>Supervision for ND-Ambassadors and leaders</b>			
1 Session (2,5h)	350,00 €	2,5	<b>875,00 €</b>
5 Sessions (2,5h)	350,00 €	12,5	<b>4.375,00 €</b>

<b>Individual Coachings</b>			
5 hours package	350,00 €	5	<b>1.750,00 €</b>
10 hours package	350,00 €	10	<b>3.500,00 €</b>

*Our prices do not include VAT (19% within Germany)  
Additional travel costs might be charged for any services outside of Berlin.  
All services are offered online and on-site.*

# ABOUT SENS & NUANCES



Sens & Nuances

[www.sens-nuances.com](http://www.sens-nuances.com)  
[info@sens-nuances.com](mailto:info@sens-nuances.com)

# Our purpose

Supporting neurological differences is key to make personal and professional development go hand in hand with the success of organizations.

Using coachings and trainings, we aim to create a fair and more ethical business world that **generates positive growth on all levels: professionally, personally and financially.**

Because diversity is key, we especially support people with **atypical and international profiles**, as well as the organizations that welcome them.

We value collaboration and work on a project basis with other qualified coachs and trainers to best answer our clients' needs.



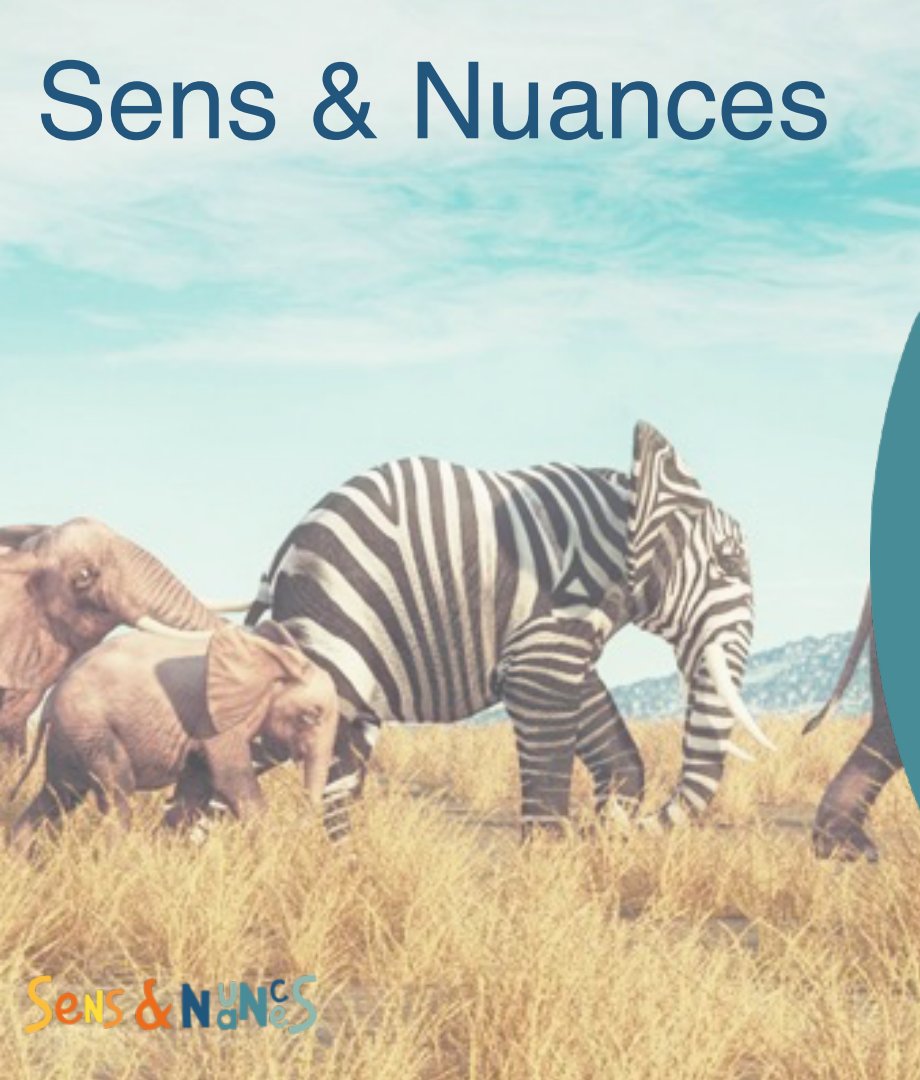


# Sens & Nuances

## Did you know?

In French, the term "Sens" has a very rich meaning which describes:

1. Each of the psychophysiological functions related to the five senses;
2. The ability to know and appreciate something in an immediate and intuitive way;
3. The direction;
4. A reason for being or finding a purpose



# Our playground

Supporting neurodiversity and high sensitivity at work  
In English, French and German



## ORGANIZATIONS

*Workshops & Trainings*  
*Consulting*  
*Coaching*



## ENTREPRENEURS

*Coaching*  
*Strategy*  
*Marketing*



## INDIVIDUALS

*Neurodiversity Coaching*  
*Career Coaching*  
*Workshops*

# Our Founder



**Sandra Morel**

**Founder, Coach, Trainer**

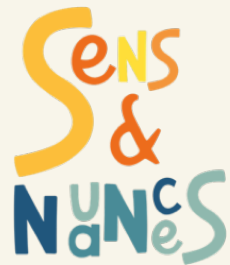
After 10+ years in the field of communication and the development of digital products in an international context, Sandra decided to follow her passion for human sciences and to become a coach.

Neurodivergent herself she recognized the lack of awareness around neurodiversity and the challenges coming from it.

By creating Sens & Nuances, she made it her mission to **support neurological differences and advocate for the inclusion of neuroatypical talents as an important part of the success of organizations.**

Sandra speaks French, English and German.





Sandra Morel

+49 (0)152 3456 1740 - [info@sens-nuances.com](mailto:info@sens-nuances.com)

[www.sens-nuances.com](http://www.sens-nuances.com)

