08 Oct 2026

From Awareness to Action: How Employers Can Build More Neuroinclusive Workplaces

Women's Leadership Group



For many organisations, neurodiversity is no longer a conversation happening at the margins of workplace inclusion. Employers are increasingly aware of the importance of creating environments where neurodivergent people can contribute, develop and thrive.

But awareness is only the beginning.

The more important question for employers is: what happens next?

Understanding neurodiversity is one thing. Turning that understanding into practical changes in recruitment, management, workplace culture and employee support is another.

This is the challenge that inspired the Women's Leadership Group (WLG) Neurodiversity Hub.

When a conversation becomes an idea

The Women's Leadership Group was founded in 2023 to bring women together across sectors, industries and professions to connect, collaborate and create meaningful change.

One of the strengths of that community is the ability to bring different experiences and areas of expertise into the same conversation.

Neurodiversity became one of those conversations.

Women within the WLG community began sharing their own experiences, alongside discussions about neurodivergent colleagues and the challenges organisations can face when trying to create genuinely inclusive workplaces.

The initial response was to create a Neurodiversity Workshop — a space where people could increase their understanding, share experiences and have more confident conversations about inclusion.

But the idea didn't stop there.

Nicky Alger, Chief People Officer and WLG member, recognised an opportunity to turn the learning from those conversations into something employers could use beyond a single workshop.

With her expertise in neurodiversity, people strategy and workplace culture, Nicky developed the technology solution that became the WLG Neurodiversity Hub.

It is a powerful example of what can happen when a community creates space for ideas and people are given the opportunity to use their professional expertise to take those ideas further.

A practical tool for employers

Launching in October 2026, the WLG Neurodiversity Hub has been designed to help organisations move from awareness to action.

It is aimed at HR professionals, managers and business leaders who want practical support as they develop their neuroinclusion journey.

Rather than simply providing information, the Hub helps organisations understand where they are now and identify opportunities to improve.

The platform includes an Employer Maturity Assessment, personalised employer reports, inclusive recruitment guidance, culture and inclusion

guidance, manager conversation guides and a reasonable adjustments toolkit.

It also provides evidence-based facts and research, practical checklists, downloadable resources and links to trusted partner organisations.

This matters because employers can often know that something needs to change without knowing where to start.

The maturity assessment enables an organisation to step back and consider its current approach. A personalised report can then help turn that understanding into areas for action.

For managers, practical conversation guides and resources can provide greater confidence when navigating discussions that might otherwise feel difficult.

The focus is on creating a journey rather than expecting overnight transformation.

Inclusion needs to be practical

Many traditional workplace processes still make assumptions about how people communicate, learn, work and demonstrate their capability.

Creating a genuinely neuroinclusive organisation means being prepared to question those assumptions.

That could mean looking differently at recruitment processes, improving the way managers approach conversations, understanding reasonable adjustments or considering how workplace culture affects different employees.

The important point is that neuroinclusion is not simply an HR issue.

It is a leadership issue.

It is about how organisations design work, how managers lead people and how businesses make the most of the talent available to them.

The power of community

Perhaps what makes the WLG Neurodiversity Hub particularly significant is the way it came about.

It wasn't created in isolation.

It emerged from conversations, lived experiences, professional expertise and a willingness to ask what could be done differently.

That is at the heart of WLG's approach.

In November 2025, WLG became a Community Interest Company, formalising its commitment to creating positive social impact through campaigns, workshops, technology and initiatives supporting women, organisations and communities.

The Neurodiversity Hub demonstrates that impact in action.

It shows what can happen when people share knowledge rather than keeping it within professional or organisational silos.

For employers, the opportunity now is to take the next step.

Neurodiversity awareness is valuable. But awareness becomes meaningful when it changes the experience of people at work.

The real measure of progress is not whether an organisation can say it supports neurodiversity.

It is whether a neurodivergent employee can feel that support in the way they are recruited, managed, developed and valued.

That is the journey from awareness to action, and it is one that every organisation can begin.

https://wlg-neuroinclusion-toolkit.netlify.app/