

Inclusive Team Leader

Level 3 Apprenticeship

Empowering Every Mind to Succeed



APPRENTICESHIPS

Gi Group Holding

We personalise the learning experience and enhance knowledge and skills development

This programme empowers team leaders to build inclusive, high-performing teams where neurodivergent individuals thrive. It combines practical leadership skills with neurodiversity awareness, creating supportive environments that harness diverse thinking styles and unlock every team member's potential.

Programme Overview

This comprehensive programme develops team leaders who can:

- Lead diverse teams with understanding of different cognitive styles and communication needs.
- Create inclusive work environments that support neurodivergent team members to perform at their best.
- Adapt management approaches to accommodate different working styles and sensory needs.
- Build team cohesion by celebrating cognitive diversity and leveraging unique strengths.
- Support wellbeing through understanding of mental health and stress management for all team members.
- Navigate workplace challenges with practical tools for conflict resolution and performance management.
- Drive continuous improvement through inclusive problem-solving and innovative thinking.

1 in 7 people are neurodivergent – Organisations that embrace neurodiversity access a talent pool with exceptional skills in pattern recognition, systematic thinking, and creative problem-solving.

Our intuitive delivery methods underpin the trends and spirit of the UK's economic climate which positively complement your organisation's Growth, Vision, and Success.

Apprenticeship Level: 3

Duration 12 months + 3 EPA

Funding £5000

Workshops:

Delivered over 12 months, each workshop integrates team leadership skills with neurodiversity awareness:

Month 1: Leading with Awareness: Understanding Cognitive Diversity

Month 2: Motivating Diverse Minds: Strength-Based Team Leadership

Month 3: Planning for All: Inclusive Task Design and Workflow

Month 4: Connecting Across Differences: Adaptive Communication Strategies

Month 5: Building Trust: Relationship Skills for Neurodiverse Teams

Month 6: Growing Together: Fair Performance Management and Development

Month 7: Championing Inclusion: Equality and Neurodiversity in Practice

Month 8: Wellbeing for All: Supporting Mental Health and Sensory Needs

Month 9: Delivering with Flexibility: Project Management for Varied Minds

Month 10: Smart Resourcing: Budget Management with Adjustment Considerations

Month 11: Innovation Through Diversity: Problem-Solving with Different Perspectives

Month 12: EPA Readiness

Delegates will leave this programme able to:

- Lead and motivate teams with awareness of diverse cognitive styles and individual needs.
- Plan and organise inclusive workflows that accommodate different processing speeds and working preferences.
- Communicate effectively across varied communication styles and sensory preferences.
- Build supportive relationships that recognise and value neurodivergent contributions.
- Manage team performance with fair, accessible approaches to feedback and development.
- Promote equality and diversity by embedding neuroinclusive practices in daily operations.
- Support health, safety and wellbeing by understanding sensory needs and mental health considerations.
- Develop team members through personalised support and strength-based approaches.
- Deliver projects effectively while considering diverse team capabilities and working styles.
- Manage finances and resources with consideration for reasonable adjustments and support needs.
- Apply operational and strategic thinking to create sustainable neuroinclusive practices.
- Build quality and continuous improvement by leveraging diverse perspectives and problem-solving approaches.

WE BELIEVE IN THE INDIVIDUAL

