



NeuroHE: Empowering Universities to Develop Neurodivergent Entrepreneurial Talent

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Why Neuroinclusion Matters

Neurodivergent individuals bring unique perspectives, creativity, and problem-solving skills to entrepreneurship. Yet, many university initiatives unintentionally create barriers for this talent.

By adopting neuroinclusive practices, universities can:

- **Expand their reach** to include a wider pool of entrepreneurial talent, both internally and externally
- **Enhance success** for neurodivergent staff, students and external business partners
- **Demonstrate leadership** in diversity, equity, and inclusion
- **Upskill colleagues** to best encourage neurodivergent students and peers

Our Expertise

We specialise in helping universities embrace and empower neurodivergent entrepreneurial thinking amongst staff, students and external partners. With our experience in neurodiversity advocacy and entrepreneurial ecosystems, we provide tailored solutions that make inclusion a seamless part of your offering.

Services We Offer

1 Programme Accreditation

- Review your existing programmes to identify and address barriers for neurodivergent participants, working on a supported action plan to make real impact, and share your success via annual NEA Accreditation.
- Deliver actionable recommendations for accessibility and inclusion, many of which are small, no- or low-cost changes that can have a significant positive impact on engagement and retention.

2 Staff Training

- Equip your team with the knowledge and tools to support neurodivergent students, colleagues and external stakeholders effectively.
- Topics include communication styles, accommodations, and inclusive facilitation techniques.

3 Resource Development

- Create neuroinclusive materials, such as guides, templates, and tools, to support diverse learning preferences.
- Ensure all resources are accessible and engaging for neurodivergent participants.

4 Customised Programme Design

- Co-create initiatives tailored to the needs of neurodivergent staff, students and external partners.
- Advice on mentorship schemes, flexible workshops, and sensory-friendly environments.

Proven Impact

Increased Engagement:

Programmes designed with neurodivergent people in mind see higher engagement and retention rates. Studies, such as those referenced in McDowall & Kiseleva's review article, highlight that inclusive practices lead to better engagement and retention, whilst Quigley et al says there is still much work for universities to do to support their neurodivergent communities.

Improved Outcomes:

Research highlights that neurodivergent individuals bring unique traits to entrepreneurship, such as creativity, hyper-focus, and innovative thinking (Lerner et al). Appreciating the balance of these benefits with an understanding of the accompanying challenges can improve the outcomes of all programmes.

Enhanced Reputation:

Position your university as an inclusive leader in neurodiversity and entrepreneurship. Lefevre-Levy and team note that, 'as neurodiversity become[s] an increasingly relevant dimension of organizational diversity, [it] is likely to play a key role both in terms of individual employees' well-being and performance outcomes, as well as organizational success'.

Success Story - University of Leeds

The NEA worked with the team at Nexus at the University of Leeds to evaluate one of its programmes that was aimed at enhancing entrepreneurial skills in its ECR and PGR communities. By reviewing communication and programme material, observing the delivery, reflecting on the facilitation style, and the physical environment, we are now working with the team to implement our recommendations.

Let's Work Together

Join the growing number of universities championing neurodiversity in enterprise and entrepreneurship. Together, we can build a future where all innovators have the tools and support to succeed.

Contact

Rob Edwards at rob@nea.global

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References

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