

Leadership & Management, Wellbeing

# Inclusive Leadership: Building Psychological Safety, Inclusion, and Neurodiversity Awareness in Teams

## Course Details

### Price

£325.00

### Start date

24 March 2026

### Length

09:00-17:00

### CPD Points

7.00

## Course Overview

This one-day course explores how to cultivate a culture where people feel safe to speak up, share ideas, make mistakes, and be themselves - the foundation of high-performing, inclusive teams.

Delegates will learn what psychological safety is, why it matters, and how leadership behaviour, communication style, and team norms can either foster or erode trust.

The course also introduces the topic of neurodivergence, offering insight into how conditions such as autism, ADHD, and dyslexia influence workplace experiences.

Through reflection, discussion, and practical exercises, delegates will gain the understanding and tools to create environments that support both psychological safety and neuroinclusion, enabling everyone to thrive.

**Flexible learning that works for you**

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# Course Content

The course will cover the following topics:

## Welcome & Setting the Scene

- Introductions and icebreaker
- Objectives and agenda overview
- Ground rules for a psychologically safe learning space

## Understanding Psychological Safety

- What is psychological safety? - Amy Edmonson model
- The four stages: Inclusion, Learner, Contributor, Challenger safety
- Why it matters - Innovation, engagement, retention
- When teams thrive vs. when they shut down

## The Leader's Role in Building Safety

- How fear, blame, and perfectionism show up in teams
- The neuroscience of threat and safety
- Behaviours that build or break trust
- Language, feedback, and tone: psychological safety in everyday communication

## Introduction to Neurodivergence

- What neurodivergence means – An overview
- Strengths and challenges of neurodivergent individuals at work
- Common misconceptions and biases
- Overlap between psychological safety and neuroinclusion

## Creating a Neuroinclusive & Safe Workplace

- Inclusive leadership behaviours and environmental adjustments
- Flexible communication, feedback, and meeting practices
- Case examples of neuroinclusive workplaces

- Checklist: Building a psychologically safe, neuroinclusive culture

### Reflection & Close

- Group reflection: Key takeaways and commitments
- Optional feedback circle - Modelling safe communication
- Resources and further reading

## Benefits

By the end of the course, delegates will:

- Understand what psychological safety is and why it's essential for team performance and wellbeing
- Recognise behaviours and cultures that support or erode psychological safety
- Develop strategies to build trust, inclusion, and open communication in their teams
- Gain a foundational understanding of neurodivergence (ADHD, autism, dyslexia, etc)
- Learn how to create psychologically safe environments for neurodivergent colleagues
- Leave with practical tools and actions to implement immediately in the workplace

## Next Steps

If you would like to book a place on this course, please click on the 'Book Course' button to the right of this page and login or register for a user account to complete your booking(s). Any queries please do not hesitate to contact us via [admin@gta.gg](mailto:admin@gta.gg) or call us on 01481 224570.

If no date is scheduled for this course at the present time, please click on the 'Register Interest' button and login or register for a user account so that we can add you to our course interest register. This register allows us to contact our tutors and finalise dates for a course as soon as we have a few people who have expressed their interest, so the more delegates who register their interest, the sooner we can schedule a particular course.

## Course Tutor

## Shona McFarlane

Shona McFarlane is an experienced, professionally trained and qualified facilitator, and a wellbeing & happiness coach with over 17 years' sales and management experience in blue chip companies, latterly within Unilever. Shona started her boutique L & D consultancy in 2002 and since then has travelled extensively, working with organisations in over 20 countries across a wide range of sectors and cultures. Shona has expansive local knowledge having spent a considerable amount of time in Guernsey over the past decades. She co-ordinated the 'World's Boldest Ever Happiness Experiment' in Guernsey and spoke at 'Thrive 2020' on behalf of the Dandelion Foundation. Shona is a member of the Guernsey Chamber of Commerce and works closely with a broad range of Guernsey businesses, institutions and the GTA. She is passionate about personal development and her 'WHY' is to help people be the best version of themselves so they can positively change their world. Shona brings a fun, grounded and inclusive real world style to the training room.