

COURSE OVERVIEW

Managing colleagues with ADHD

TIEDI-109



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ADHD is far more common in the workplace than most people realise, yet it often goes unnoticed or misunderstood. This course gives you a clear, practical foundation for recognising ADHD, understanding how it affects adults at work, and knowing what the law requires from employers.

This course is for managers, HR, and colleagues who want to move beyond labels and create workplaces where ADHD isn't overlooked, misunderstood, or quietly punished—but recognised, supported, and valued.

Module 1: Introduction to ADHD

Around 1 in 20 adults in the UK has ADHD, yet it often goes unrecognised at work. This module gives you the knowledge to change that.

- Dispelling common myths around ADHD
- Explain what ADHD is
- The neuroscience of ADHD
- ADHD in adults vs children
- Challenges and Strengths in the workplace

Module 2: Legal and HR Obligations

In this module, you will explore when ADHD is considered a disability, what duties employers must meet, how to approach disclosure, and the reasonable adjustments that create a fair, effective working environment.

- The Equality Act 2010
- Is ADHD a Disability?
- Employer Duties
- Disclosure
- Reasonable Adjustments

Module 3: Understanding to Action

This module doesn't ask you to lower the bar. It asks you to think carefully about where the bar is set, whether it's set fairly, and whether the environment you've built gives everyone a genuine chance to clear it.

- Managing employees with ADHD
- Supporting employees with ADHD
- ADHD and workplace wellbeing
- Building a neurodiverse culture

Module 4: Building an Inclusive Culture

Managing colleagues with ADHD isn't about making exceptions; it's about creating a workplace where everyone can do their best work. This course will show you how to move beyond individual accommodations and build environments that naturally support different working styles.

- Moving from accommodation to inclusion
- Universal design principles that benefit everyone
- Raising awareness without stigma
- Employee resource groups and peer support

Suitable for:

All team leaders, managers, and directors.

Skills achieved:

- People Management (Basic)
- ADHD Awareness (Basic)

Related Resources:

- Gross Misconduct Assessment
- Disciplinary Penalty Process Audit
- Misconduct Reliability Checklist
- Disciplinary Hearing Planning Checklist
- Disciplinary Penalty Checklist
- Disciplinary Hearing Checklist
- Whistle-blower Checklist
- Misconduct guidance for HR
- Potential Misconduct Incident
- Drugs in the Workplace Toolbox Talk

Benefits:

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

Estimated Time:

55 Minutes

Related Courses:

- ADHD in the Workplace
- Stress Awareness
- Stress Management
- Managing Stress
- Sexual Harassment
- Essentials of Equality, Diversity and Inclusion
- Epilepsy Awareness
- Alcohol in the Workplace