



NEUROVANTAGEAI

Innovation for a Non-Linear World

The Challenge

Most organizations are further behind on neuroinclusion than they realize — and further ahead than they give themselves credit for. Without a clear diagnostic, well-intentioned efforts stay fragmented: a policy here, an ERG there, with no connective tissue and no way to measure what's actually working.

The gap is not will. It's structure, language, and a roadmap.

Our Approach

NeuroVantageAI's *Neuroinclusion Organizational Assessment* gives leadership teams a rigorous, evidence-based view of where they stand and a clear path forward.

This is not an audit — it is a *strategic diagnostic*.

How It Works

- *Stakeholder interviews and surveys* across HR, talent, ERG leadership, managers, and neurodistinct employees to surface lived experience and systemic gaps.
- *Policy and practice review* examining hiring, onboarding, accommodations, performance management, and career development processes through a neuroinclusion lens.
- *Neuroinclusion Maturity Model scoring* across five dimensions: Awareness, Structure, Culture, Leadership, and Measurement.
- *Executive readout and prioritized roadmap* delivered as a facilitated working session with the leadership team.
- *90-day activation plan* with specific, sequenced actions tied to quick wins and long-range transformation.

What Changes

Organizations leave with a shared understanding of where neuroinclusion is strong, where it's performative, and where it's absent. Leaders gain a common language and a credible, sequenced plan they can resource and communicate to the board.

The most significant return is no longer asking *what should we do* — and instead knowing *exactly where to start*.

Who this is for

- CHROs and People leaders ready to move from intent to infrastructure.
- Organizations post-DEI audit looking to build a dedicated neurodiversity strategy.
- Executive teams preparing to launch or scale a neuroinclusion initiative.