



Innovation for a Non-Linear World

The Opportunity

Peer learning among neurodistinct professionals is one of the most underutilized development assets in the modern workplace. When neurodivergent professionals find each other, something shifts — isolation dissolves, strategies are shared, and identity is reframed.

Yet most organizations have no structured vehicle for this. Employees are left to find community on their own, or not at all.

Our Approach

NeuroVantageAI's *Group Coaching Programs* bring together small cohorts of neurodistinct professionals in psychologically safe, facilitated peer learning communities.

Group coaching is not group therapy — it is *collective sense-making*.

How It Works

- *Cohorts of 6–8 participants*, matched by role level and/or neurotype for relevance and resonance.
- *8-session program* delivered bi-weekly, with structured reflection between sessions.
- *Facilitated frameworks* covering executive function, communication style, identity, and professional advocacy.
- *Peer accountability structures* that sustain growth between sessions.
- *NeuroVantageAI tools* that help participants decode organizational dynamics and develop adaptive strategies.

What Changes

Participants move from isolation to community. They build a shared vocabulary for neurodistinct experience, develop practical workplace strategies, and leave with a peer network that extends beyond the program.

Organizations see improved engagement, belonging scores, and retention among neurodistinct talent — the segment most likely to leave when unsupported.

Who this is for

- Neurodistinct professionals at any career stage seeking peer community and shared strategies.
- ERG leaders looking to add structured, evidence-based coaching to their programming.
- HR and Talent leaders investing in neuroinclusive talent development at scale.