Brass Willow

STANDARD OFFER
Q4 2026 · valid until 31/12/2026

OrgScapes workshops

OrgScapes Neuro

WHAT IT IS

The workshop prepares people who shape an organization to design a working environment that takes neurodiversity into account (ADHD, the autism spectrum, dyslexia and others). It is based on scientific knowledge and on the trainers' experience with neuroatypical people and with organizational change. Participants receive tools for diagnosing the working environment in their organization.

AT A GLANCE

Duration	2 days (2 × up to 8 hours)
Audience	leaders, HR, process designers, DEI teams: everyone who influences the shape of the organization
Format	intensive workshop, in person or online (Zoom and Mural)
Language	English or Polish
Led by	Joanna Ławicka, PhD, and Kate Hobler
PDUs (PMI)	14 for attendance

WHO IS IT FOR?

- Teams experience tension arising from different ways of functioning.
- The organization wants to retain valuable specialists with atypical needs.
- Leaders cannot distinguish genuine needs from entitlement.
- Neurodiversity has been assigned to HR alone.

WHAT PARTICIPANTS TAKE AWAY

After the training, the participant:

- distinguishes genuine needs of employees from entitlement,
- recognizes early signs of flashpoints in the team,
- assesses where the organization supports diversity and where it limits it,
- uses NEAT (Neurodiversity Environment Assessment Tool) and the Human User Manual,
- identifies the boundary between their own agency and the need for a specialist (psychologist, therapist, mediator),
- treats neurodiversity as part of organizational strategy.

PROGRAM OUTLINE

1. The neurodiversity umbrella: how to understand the spectrum.
2. Popular beliefs that harm neuroatypical people.
3. Cases from organizations: when an organization is not ready and when it is.
4. The Human User Manual: a tool for teams.
5. NEAT: a standardized tool for diagnosing the organization.
6. Designing a working environment with different needs in mind.

This is an outline. The trainer adapts it to the group's needs and experience.

PRACTICALITIES

PDUs (PMI)	14 PDUs for attendance.
Payment	We issue a VAT invoice to a company or an individual. The standard payment term is 14 days; bank transfer or card. We also serve companies from outside Poland.
Before the class	After registration the participant receives full information by e-mail: venue, hours, what to prepare. The address and hours are confirmed two weeks before the class.
Lunch	Lunch is included in the price of in-person classes.

PRICE

Public class

PLN 3,200 net per person

Current dates and prices: brasswillow.pl, Calendar.

Private class

Group of 6–20	**PLN 35,000 net per group**
Smallest group	**6 people**

Led by two trainers.

A private class usually takes place at the client's premises; a rented room is charged at cost, as a separate invoice item. Date and scope are agreed individually. The price excludes the trainer's travel and accommodation outside their place of residence: within Poland, PLN 1,500 net per trainer for a two-day class.

Prices are net, in PLN; VAT is not included. Offers in EUR or USD on request (plus 15% for exchange-rate risk and bank spread). Invoices are payable within 14 days.

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24 countries
35,000 people trained
70% of clients come back for more