

We support HR and managers to improve employee retention, productivity and wellbeing.

Difficulties with time management, stress management, concentration, organization, and communicating can stem from neuro-differences such as dyslexia, dyspraxia, ADHD, or autism. With 1 in 5 employees being neurodivergent, these issues are more common than most organizations realize. The impact on performance and quiet disengagement is significant and mostly overlooked.

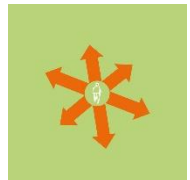
The good news: targeted support is one of the most cost-effective interventions to address these patterns. Research from Genius Within CIC shows that neurodiversity coaching **improves work performance by 79% and boosts retention by 90%**.

By offering structured, strengths-based workplace coaching, organizations create a measurable **boost in retention, performance**, and employee confidence - without needing formal diagnoses or heavy administrative effort. This approach is both empathetic and business driven, reducing people related risks while helping employees and managers achieve goals more consistently.

Our Approach

Individual and team coaching tailored to the realities of neurodivergent employees in the workplace. Our work aligns with organizational goals, HR processes & managerial needs. Our clients value our human-centric knowledge and experience to achieve results.

Fast results, minimal operational effort, no diagnosis required. Our coaching delivers higher impact at lower cost, with measurable outcomes within 3 months for about €1000 per employee. We adapt to each employee, manager, and environment and strive for win-win results and close alignment with your stakeholders.



Coachees: Coachees are typically employees from entry level to management. A formal diagnosis or declaring neurodivergences is not needed. Where useful, we apply an assessment tool that incorporates both strengths and challenges.

Most organizations overlook the neurodivergent talent pool - and it affects their KPIs.

Benefits: reduced case escalation; fewer performance plans; smoother manager-employee relationships; increased engagement survey scores.

Our differentiators: sustainable, intercultural, we're neuro-authentic, experienced & synched with changing environments & technologies.

About us: Since 2012, we apply our rich experience, training & human-centric approach in Luxembourg & Europe. We scale with partners including The Language Partnership (LU) & Genius Withing (UK).

Let's talk: Contact us for a no-cost consultation. Let us share our passion with you. **Thomas Imfeld**, Managing Director. Mobile +49 173 324 4294