



Problem

- Neurodivergent individuals often are excluded from workplace inclusion initiatives and practices.

Purpose Statement

- To foster an inclusive work environment for neurodiverse employees.

Research Question

- What management strategies can organizations employ to foster an inclusive work environment for neurodiverse employees and improve overall organizational effectiveness?

Theoretical Framework

- The theoretical lens guiding this research is the organizational culture theory (OCT).
- OCT was selected for this research because it provides a lens on how organizations can leverage organizational values and beliefs to increase the employee experience and organizational effectiveness.
- Specifically, OCT explains how values and standards are taught and exchanged within an organization.

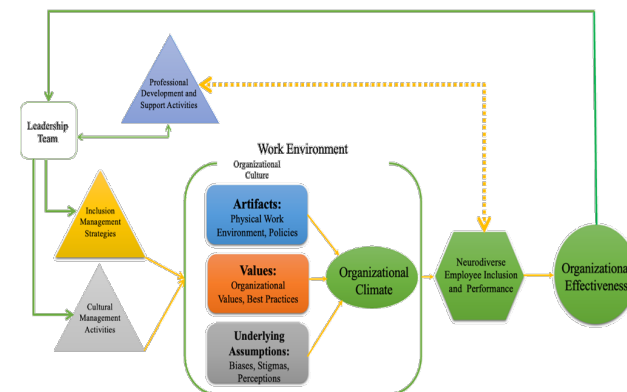
Methodology

- A systematic review was conducted to provide an evidence-based assessment of the management problem.
- Developed a research question using the CIMO framework.
- Databases: The UMGC OneSearch aggregator (43 databases), Scopus and Google Scholar
- Inclusion criteria: Scholarly; peer-reviewed journals; 2000 – 2024; English language.
- Search process documented through the PRISMA method.
- The TAPUPAS framework was used to evaluate each article.
- Thematic coding was performed on the findings and discussion section of the 38 identified articles.

Findings

- Organizational inclusion management strategies mitigate workplace barriers for neurodivergent employees
- Cultural management activities reduce counterproductive behaviors within organizations
- Neurodivergent employees benefit from professional development and support activities.

Final Conceptual Model



Recommendations

- Establish internal policies, regulations, and processes that would ensure inclusion and dignity at work for neurodiverse employees.
- Establish structured and accessible support systems that can provide a safe environment while also enhancing performance for neurodiverse employees.
- Create a welcoming and supportive environment that accepts differences and empowers neurodivergent employees to reach their full potential.
- Develop and implement professional and career development programs to help individuals cultivate and enhance the skills needed to be successful in the organization.