

Online Learning Brochure

2026

UNLOCKING THE NEURODIVERGENT POTENTIAL IN HOSPITALITY

ADHospitalityD 2026

Attention Deficit HOSPITALITY Disorder

Who?



An Acorn Award winner with ADHD.

About Me:

- **Opening Deputy GM of a luxury Cotswolds hotel named "the most exciting hotel opening in 2024".**
- **Previous F&B Manager of a 5-star hotel, retaining our Michelin star and gaining 4 AA Rosettes.**
- **Extensive experience across nearly all aspects of hospitality.**
- **Graduate of the Master Innholders Aspiring Leaders Diploma.**
- **1st Class Degree in Hotel & Events Management.**
- **Proud of my ability to generate commercial results through unapologetically people-centric leadership.**
- **Currently studying for CIPD Lvl 3.**
- **Late diagnosed with "Combined-Type ADHD" at 26.**
- **Offering the only hospitality-specific neurodivergence training in the UK.**
- **Combining my expertise in the intricacies of hospitality management with my lived experience as a person with a neurodivergent condition.**
- **Overcame debilitating, ADHD-induced burnout through understanding my own condition and partnering this with the support and understanding of my manager.**

I was lucky to have an understanding and supportive manager.

Many are not.

"Gareth is extremely responsible, hardworking and completely dedicated to his career and the hospitality industry. He certainly puts back more than he takes. I have absolutely no doubt that the future of our wonderful industry relies on people like him"

Dr Hilary Cooke, Merlin Consultancy

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Motivations



Happiness comes from WHAT we do. Fulfilment comes from WHY we do it.

Why?:

TO ENSURE THAT NOBODY ELSE EVER HAS TO GO THROUGH WHAT I DID BEFORE LEARNING HOW TO MANAGE MY NEURODIVERGENCE.

Vision:

TO CREATE A HOSPITALITY INDUSTRY THAT VALUES NEURODIVERGENT STRENGTHS BUT APPRECIATES NEURODIVERGENT STRUGGLES.

Mission:

SHARING MY KNOWLEDGE AS A NEURODIVERGENT HOTELIER THROUGH TRAINING, MENTORING AND INSIGHTS TO REDEFINE THE NEURODIVERGENT EXPERIENCE IN HOSPITALITY.

Always:

- ACT WITH ABSOLUTE INTEGRITY
- CHAMPION THE OVERLOOKED
- CHALLENGE THE TRADITIONAL WAY
- BE AN UNAPOLOGETIC ADVOCATE
- BE INHERENTLY INCLUSIVE

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Why?



It is estimated that as many as 1 in 2 people in hospitality are neurodivergent (Burnt Chef Project)

Benefits:

- **Enhance Experience – If your team members feel supported and their challenges are understood, their strengths can shine through, and they can provide the experience guests truly value.**
- **Increase Revenue – "Happy guests spend more". A simple fact of hospitality, if the experience you offer improves, your revenue will follow.**
- **Reduce Turnover – Team members who are happy in their roles will inevitably stay with you.**
- **Attract Talent – Neurodivergent candidates significantly favour potential employers that demonstrate a commitment to neuroinclusion (Miller & Doyle, 2025).**
- **Nurture Innovation – Neurodivergent people displayed far greater aptitude for creativity and problem solving. However, they cannot utilise these strengths if they aren't supported (Van Niekerk, 2025).**
- **Support HODs – Your leaders on the frontline, dealing with the potential issues stemming from misunderstood neurodivergence every shift. Equip them with the tools to do their job.**
- **Alleviate HR Workload – Conflict often stems from misunderstanding, increased understanding = decreased conflict. How much time does the HR Team spend dealing with unnecessary conflict each month?**
- **Shrink Costs - Reduce outgoings related to recruitment, absences, agency cover, wastage and a general lack of efficiency.**
- **Protect Yourself -The largest employment tribunal payment ever, was recently made to an employee with ADHD who disclosed their neurodivergence to their employer and was not appropriately supported – £4.6Million!**

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Awareness

60 Minutes



Introducing what neurodivergence really means in hospitality.

Questions We Will Answer:

- **What are the concepts of neurodivergence and neurodiversity?**
- **What are the key differences between them?**
- **What are some commonly seen neurodivergent conditions and what do they entail?**
- **Why does being aware of neurodivergence matter?**
- **Why are the myths and stereotypes surrounding neurodivergence are so harmful?**
- **Why should we never assume that one person's lived experience is the same as another person's?**
- **Why is neurodivergence particularly prevalent in hospitality?**

Great For - All Team Members (Can be integrated into onboarding stack)

Understanding

Approx 8 Hours

Physical Workbook Provided



Diving deeper into why this matters.

Questions We Will Answer:

- All as included in “Awareness” Training.
- What are the benefits of understanding neurodivergence in hospitality?
- What are the strengths and struggles associated with specific neurodivergent conditions?
- How do we appreciate these challenges and value these strengths?
- How do different neurodivergent conditions create different reactions to the same environment in hospitality?
- What is intrinsic motivation and how does it apply to neurodivergent conditions?
- What is meant by the term “reasonable adjustments”?
- How do we make reasonable adjustments in hospitality?
- How do we begin to apply our knowledge of intrinsic motivations to design effective reasonable adjustments?

Great For - Asst. Managers & HODs

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Advocacy

Approx 16 Hours

Physical Workbook Provided



Creating a team that prides themselves on being neuroinclsuive.

Questions We Will Answer:

- **All as included in "Understanding" Training.**
- **How do we fully apply our knowledge of intrinsic motivations to design effective reasonable adjustments?**
- **Why are reasonable adjustments which consider intrinsic motivations more effective?**
- **How do I adapt my communication appropriately for different neurodivergent conditions?**
- **How do I demonstrate to members of the team that they are safe to discuss their neurodivergence with me?**
- **What is an advocate for neurodivergence in hospitality?**
- **What does a neuroinclusive workplace look like in hospitality?**
- **What legislation do I need to be aware of?**

Includes a 60 minute follow-up session to discuss your next steps towards neuroinclusivity in your business.

Great For - Senior Leaders & People Professionals

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Next Steps?



Take the first steps towards becoming a business that brings out the best in people.

Get in Touch:

Book a Free Discovery Call

E-mail Me

Learn More:

adhospitalityd.com

Gareth Rees &
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