

NEUROCOGNITIVE LEADERSHIP CONSULTANCY

NEUROSCIENCE INFORMED LEADERSHIP, BELONGING,
AND FUTURE-READY THINKING



AM Learning is about bringing the science of the brain to the reality of being a human in both our working and personal lives.

The work sits at the intersection of psychology, neuroscience, and sustainable behavioural change, applied across leadership development, belonging, and the human cognitive capabilities that matter most in an era of accelerating complexity.

The premise is simple. Most change and development initiatives tell people what to do. They rarely explain why the way our brains work can make some behaviours difficult to change in the first place. AM Learning does things differently.

Start with why the brain does what it does, build genuine self-understanding and self-compassion, and let intentional mental habits do the rest. That is what makes change actually stick.

Every engagement is grounded in the Neurocognitive Leadership Framework, a six-dimensional, research-backed model of how human cognition shapes our experience from leadership, to inclusion, to how we show up for ourselves and those around us every day.

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This is about **shifting hearts and minds**, for people to have better days.

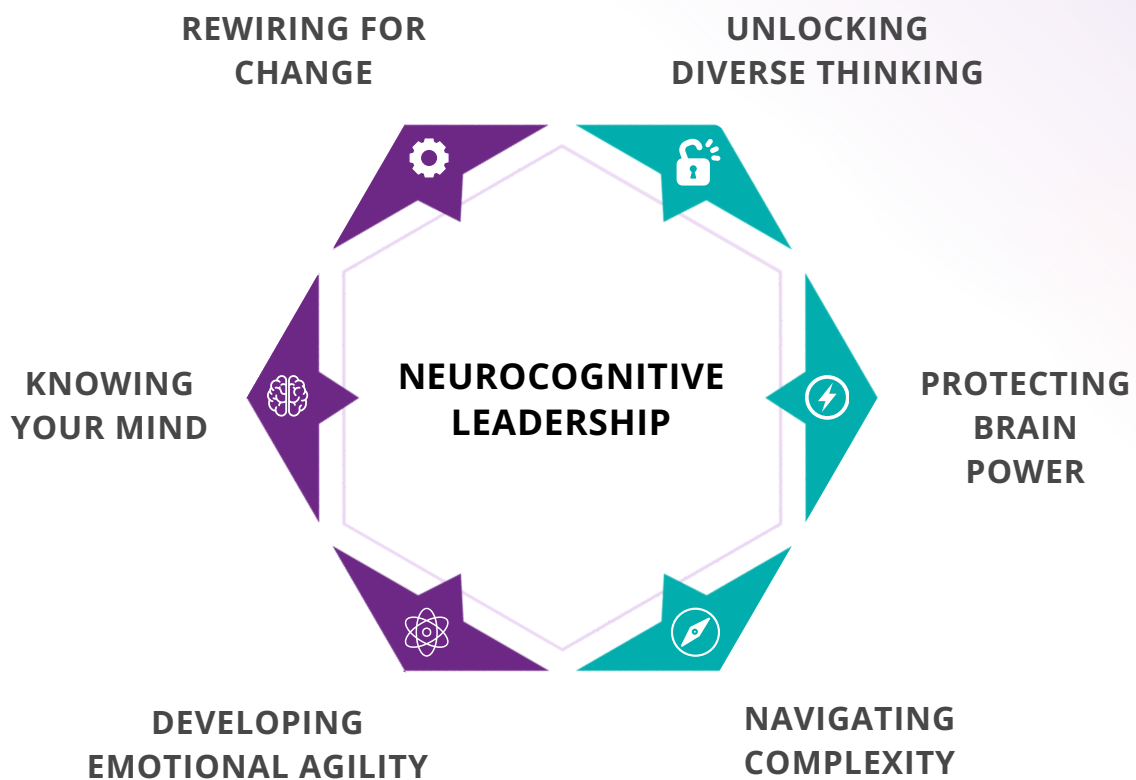
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NEUROCOGNITIVE LEADERSHIP

The framework is the spine of every engagement. It comprises six researched back dimensions.

It's a paradigm shift from teaching what to do, to understanding why our brains make certain behaviours difficult, and most importantly, what we can do about it.

By understanding the brain mechanisms underlying everyday moments and challenges, people can work with their cognitive architecture rather than against it, as well as choose how to intentionally design it.



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WHY NOW?

The world is changing faster than our brains evolved to manage. Engagement is at a ten-year low. 70% of engagement variance comes from managers, and only 27% of managers are themselves engaged. (Source: Gallup, *State of the Global Workplace*)

The issue is not a shortage of solutions. The issue is that most solutions work on what we do, while ignoring why our brains struggle to do it. This means that either change isn't sustained, or people simply disengage before change has even had a chance.

The Neurocognitive Leadership Framework closes that gap.



WORKING TOGETHER

The framework feeds into three themes for engagement. Every theme is anchored by flagship programmes, and can also be delivered in bespoke projects to suit your needs and population. For every project, the goal is to complement and enhance everything you're already doing to develop your people.

**DEFINED
WORKSHOPS &
LEARNING
PROGRAMMES**

**BESPOKE
PROJECTS &
DEVELOPMENT
EXPERIENCES**

**STRATEGIC
CONSULTING &
INTEGRATION**

**THOUGHT
LEADERSHIP,
KEYNOTES &
CONVERSATIONS**



What are your **KEY** take-aways?
What is the one thing you can **CHAN**

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Complete this section at the end of Session 3
Take a moment to reflect, note any tips or practical advice and answer the following two questions:
What are my key take-aways? What is the one thing I can change?



“
It has been **inspiring**
and it helps to stop
and rethink.

Programme Participant, Spain

“
This was one of the **best
sessions** I have ever
participated in.

Programme Participant, Switzerland

“
Excellent facilitation;
it's reassuring to see the
concepts grounded in
scientific principles.

Programme Participant, Germany

“
Very helpful for my
development. Áine was
an **excellent presenter.**

Programme Participant, Canada

THINK DEEP

The inner work

The inner work that decides whether leaders thrive sustainably or quietly burn out, grounded in the neuroscience of how mental habits, emotional patterns, and limiting beliefs are actually rewired.

What this covers

- Rewiring for change and habit formation
- Metacognition and self-awareness
- Self-compassion and the inner critic
- Emotional agility and regulation
- Resilience and growth mindset
- Empathy as a leadership skill
- Psychological safety from the inside out
- Impostor syndrome
- Bias and the brain, through a self-awareness lens

Flagship programmes

Resilient Growth for Leaders

A bespoke development programme that equips leaders and their teams to build both personal and team resilience, sustain career development through change, and cascade resilient practices across their teams.

Each engagement is custom-designed to the client's context, weaving growth mindset, adaptable resilience, empathy and self-compassion, practical cognitive reframing, conscious wellbeing, and the science of psychological safety.

The Neuro-Reframing Series

A catalyst for personal change. Most development programmes teach what to do differently. The Neuro-Reframing Series teaches why our mental patterns form in the first place, and how understanding the psychology and neuroscience behind them enables genuine, sustainable change.

A structured cohort programme that builds intentional mental habits through self-understanding, self-compassion, and research-backed micro-interventions.



THINK TOGETHER

Real inclusion, beyond performative

Inclusion, belonging, and cognitive diversity reframed through the neuroscience of difference, so organisations stop running performative programmes and start changing how they actually think, decide, and behave together. Neurodiversity as a signature specialism.

What this covers

- Diversity and inclusion essentials
- Bias and the brain, applied to inclusion
- Dimensions of diversity and intersectionality
- Allyship in practice
- Psychological safety and belonging
- Neuroinclusive management and recruitment
- Designing for difference across the employee lifecycle
- A deep specialism in neurodiversity (Minds of All Kinds suite)

Flagship programmes

The Difference Advantage

A multi-session belonging programme grounded in the neuroscience of inclusion. Opens with diversity and inclusion essentials, moves through bias, psychological safety, empathy, belonging, with the option of going deep on specific diversity dimensions, intersectionality and allyship.

Specialism

Minds of All Kinds

With a deep specialism in neurodiversity, this suite of topics may be an interesting conversation starter, or a broader programme of sessions for organisations who prioritise neuroinclusion.

- Minds of All Kinds: Neurodiversity and Neuroinclusion 101
- Leading Different Minds: Neuroinclusive Management in Practice
- Designing for Difference: Neuroinclusion Across the Employee Lifecycle
- Hiring Different Minds: Neuroinclusive Recruitment in Practice
- Building Belonging: Strengthening Your Neurodiversity ERG
- Wired Together: The Neurodiversity of a Family System
- The Cost of Masking: Neurodivergent Burnout

Sits inside Think Together and connects naturally into The Difference Advantage when widening scope.



THINK AHEAD

The human advantage in the AI age

The uniquely human cognitive capabilities that will decide who thrives and who is quietly squeezed out as AI reshapes the work. Sustainable focus, clear decision making under pressure, and the brain-based skills for navigating complexity and change.

What this covers

- Sustainable cognitive performance and burnout prevention
- The neuroscience of attention and focus
- Strategic thinking and decision-making under pressure
- Adaptive thinking and complexity
- Human-AI collaboration
- Staying human in a changing world

Flagship programme

Cognitive Edge

A multi-session programme on the human cognitive capabilities leaders need alongside AI. Built from the strategic applications layer of the Neurocognitive Leadership Framework of protecting brain power and navigating complexity. Drawing on the latest research of human interaction with AI and built for organisations whose leaders are being asked to perform in an environment that did not exist three years ago.



WHAT CHANGES?

FOR INDIVIDUALS

- ✓ **Sustainable self-awareness**
Deep understanding of personal mental patterns and triggers, with the tools to work with them.
- ✓ **Emotional resilience**
The capacity to pause and respond rather than react automatically.
- ✓ **Authentic Empathy**
Genuine empathy for others, built on a foundation of self-compassion.
- ✓ **Improved decision-making**
More measured, intentional responses in complex situations, including under AI-era pressure.

FOR TEAMS AND CULTURE

- ✓ **Psychological safety**
When people are compassionate with themselves, they extend that to others. Safety becomes structural, not a value statement.
- ✓ **Inclusive behaviours**
Understanding cognitive diversity reduces judgement and increases empathy. Inclusion stops being a programme and starts being a way teams operate.
- ✓ **Change readiness**
Teams equipped with intentional mental habits adapt more effectively to whatever is coming next.
- ✓ **Engagement & retention**
People feel valued for their authentic selves and equipped to grow into who they want to become.

FOR ORGANISATIONS

- ✓ **Amplifies existing investments**
Makes current leadership, wellbeing, and inclusion programmes more effective by giving them a shared cognitive foundation.
- ✓ **Sustainable implementation**
Intrinsic motivation means the change sticks long after the programme ends.
- ✓ **Future-ready leadership**
Leaders equipped to navigate complexity, hold their humanity in an AI age, and model the behaviours needed for what is coming.



ABOUT THE CONSULTANT

Áine Maher – BSc, MSc, M.Ps.S.I



Áine Maher is a neurocognitive leadership consultant working with global organisations across industries. A writer, speaker, facilitator, and consultant, she draws on professional, educational, and personal experience to connect with her clients, using neuroscience and psychology to enhance development experiences and shape strategy.

Her consultancy focuses on the intersection of cognitive leadership principles and the organisational application of behavioural neuroscience and psychology. The golden thread running through her work is enabling better decision-making, centring empathy for oneself and others as we pause and consider our next step in an increasingly complex working world.

Áine began her career in neuropsychology as a technician in a start-up, working with both clinical populations and peak performers through a brain-training programme focused on behavioural change. That experience deepened her conviction that being equipped with knowledge of how our brains work has a powerful effect on how we show up in our daily lives.

She moved into the corporate world, focusing on People Operations and employee experience, where she became actively involved in leadership of the employee network focused on disability, mental health, and neurodiversity. She continued her studies and graduated with distinction from the MSc in the Psychology and Neuroscience of Mental Health at King's College London.

Áine founded AM Learning to bring this work to organisations at scale. As well as the consultancy, she has several key partnerships in which she is Lead Consultant and Facilitator, and is a certified Facet5 Personality Profiling and TeamScape practitioner.

LET'S TALK

A conversation is the first step.

Whether you are exploring a single keynote, scoping a workshop for your team, or considering a full programme for your organisation, the right next move is a short discovery call.

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