

NEUROCOGNITIVE LEADERSHIP CONSULTING

Micro Moments, Macro Impact

ABOUT AM LEARNING

At AM Learning, we unlock human behaviour by enhancing self-awareness and empathy through education on how our brains work. By leveraging insights from neuroscience and psychology, we help individuals and organisations build neurocognitive leadership capabilities and inclusive cultures where people genuinely belong. Our interactive sessions drive meaningful behavioural change because understanding the 'why' behind our patterns enables lasting transformation.

As a specialist in neurocognitive leadership and inclusive culture, AM Learning brings a unique blend of expertise in psychology, neuroscience, and corporate training. Our approach focuses on creating psychologically safe spaces for open discussion and learning, ensuring that the training resonates with your teams.

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

EXPERTISE	LEARNING	ENVIRONMENT	INTERVENTION
Psychology and Neuroscience	Interactive and Engaging	Psychologically Safe Spaces	Research-driven & Strategic
Content grounded in established research	Practical application over pure theory	Conditions for genuine learning and growth	Understanding each client's unique context

DEFINED LEARNING PROGRAMMES

Applicable to the whole workforce

BESPOKE DEVELOPMENT EXPERIENCES

Interweaving with ongoing initiatives

STRATEGIC CONSULTING & INTEGRATION

Uplifting
everything
you're already
doing

THOUGHT LEADERSHIP CONVERSATIONS

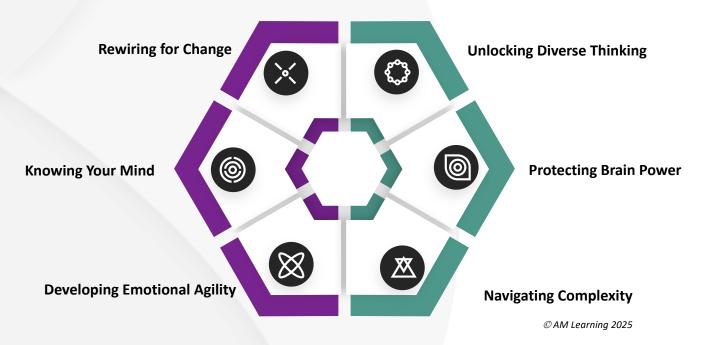
Listening and discussion centering your people

WHAT IS NEUROCOGNITIVE LEADERSHIP?

Neurocognitive Leadership is a framework built on understanding how brains actually work to enable better leadership. It's not another leadership model. It's a paradigm shift from teaching what to do, to understanding why our brains make certain behaviours difficult.

By understanding the neurological mechanisms underlying everyday challenges, people can work with their cognitive architecture rather than against it.

The framework comprises six research-backed dimensions



WHY IS IT IMPORTANT NOW?

The world is changing faster than our brains ever evolved to manage, and we need to be intentional about how we're using our mental muscles, especially at work. It's never been more important to really support our people in how they show up in hundreds of micro moments every single day.

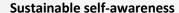
Despite billions invested in recognition platforms, wellbeing apps, and engagement initiatives, employee engagement is at a 10-year low, with 70% of engagement variance coming from managers and only 27% of managers themselves are engaged.

The issue isn't that we lack solutions. The issue is we're trying to build engagement through what we do, whilst ignoring how our culture is created and sustained between our people, and especially by managers and leaders.

Neurocognitive Leadership addresses this gap by developing the skills of self-awareness and intentional mental habits to transform micro moments into lasting change for both individuals and teams.

WHAT CHANGES

For Individuals



Deep understanding of personal mental patterns and triggers

Emotional resilience

Tools 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

For Teams & Culture

Psychological safety

When people are compassionate with themselves, they extend that to others

Inclusive behaviours

Understanding cognitive diversity reduces judgement and increases empathy

Change readiness

Teams equipped with intentional mental habits adapt more effectively

Engagement & retention

Employees feel valued for their authentic selves and equipped to grow

For Organisations

Amplifies existing investments

Makes current leadership, wellbeing, and DEI programmes more effective

Sustainable implementation

Intrinsic motivation means changes stick long after programmes end

Future-ready leadership

Leaders equipped to navigate complexity and model the behaviours needed for tomorrow's challenges

BUILDING INCLUSIVE CULTURE

Making spaces where belonging can look different, but feel the same

Inclusive culture isn't built through compliance. It's built when people understand why their brains work the way they do and extend that same understanding to others.

Three Pillars of Inclusive Culture Consulting

The Fundamentals	Minds of All Kinds	Diversity, Inclusion & Belonging
Understanding the 'why' behind behaviour	Learning more about the human bits	Looking at the elements of our identities
Bias is encoded in all of us — understanding this as a brain mechanism rather than a character flaw enables real change. Exploring psychological safety and intentional engagement as foundations for healthy culture.	We all have different brains, different preferences, different styles. Neurodiversity, mental wellbeing, and personality all affect how we show up. Honouring this enables collective intelligence.	Understanding diversity demographics and what belonging looks like in modern workplaces. Building empathy for experiences different from our own. Allyship as intentional practice.

WHY THIS APPROACH WORKS

Neurocognitive leadership and inclusive culture aren't separate initiatives. They're two sides of the same coin. The Neurocognitive Leadership Framework builds personal foundations of self-awareness, emotional agility, and the capacity to pause and respond with intention. Inclusive culture work applies these foundations to how we design our organisations, lead our teams, and show up for one another.

Most training tells people what to do differently. This work explains why our patterns form in the first place. Why bias is a brain mechanism rather than a character flaw, why belonging is a neurobiological need, why psychological safety enables rather than inhibits performance, why we need to be mindful and intentional in how we support our evolving cognitive architecture in the Al age.

That understanding is what enables sustainable change and genuinely shifts in how people think about themselves and others.

The result? Cultures where belonging has the permission to look different, and still feel strong to each person. Where cognitive diversity is leveraged rather than tolerated.

Where people have better days because they understand their own minds, and extend that same understanding to others.

KEY PARTNERSHIPS

I work with trusted partners who bring specialised expertise to extend the impact of neurocognitive leadership:

'Neuro-Reframing Series' with New Inclusion

A Catalyst for Personal Change

This work strengthens personal foundations for critical work, while enhancing ongoing efforts within the organisation around well-being, development, collaboration and talent management.

The series is a structured, guided space designed to harness the power of neuroscience and cognitive reframing, unlocking both personal and professional potential. Its foundation is about building empathy and kindness for oneself, which elevates inner confidence. This helps unlock more resilient approaches to work and life, reinforce positive interpersonal behaviours and relations, and leads to more measured decision making and enhanced cognitive leadership.

- Understand how the brain learns and engrains patterns
- Recognise and reframe limiting beliefs and cognitive distortions
- Build self-compassion as the foundation for empathy
- Apply micro-interventions in real moments

Learn more: www.newinclusion.com/neuro-reframing-series

<u>Uptimize</u>

Specialised expertise in neurodiversity and neuroinclusion supporting:

- Neurodiversity awareness and education
- Neuroinclusion strategy development
- Talent auditing and inclusive hiring practices
- Accessible workplace design

Learn more: www.uptimize.com

LET'S TALK

I'd welcome a conversation about how neurocognitive leadership might support your organisation's goals.

Email: aine@am-learning.com

Web: www.am-learning.com

Áine Maher

Company Director and Principal Consultant

AM Learning

ABOUT THE CONSULTANT

Áine Maher - BSc, MSc, M.Ps.S.I

Áine Maher is a Neurocognitive Leadership and Inclusive Culture Consultant working with global audiences from across industries. As a writer, speaker, facilitator, and consultant, she draws on her professional, educational, and personal experience to connect with her clients, using neuroscience and psychology to enhance development experiences as well as galvanise strategy.

Her consultancy focuses on the intersection of cognitive leadership principles and organisational application of behavioural neuroscience and psychology, exploring concepts across development, mental wellbeing, inclusion and belonging and emphasising the importance of self-awareness, empathy and compassion as cornerstones for inclusive company cultures. The

golden thread throughout 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.

With a BSc in Psychology from Dublin City University, 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 encouraging behavioural change. This deepened her passion for understanding how our brains work, and how being equipped with this knowledge can have a powerful effect on how we show up in our daily lives.

She transitioned to the corporate world, focusing on People Operations and the employee experience. It was here she was introduced to how inclusion and belonging play a fundamental role in workplace culture and became actively involved in leadership of the employee network focused on disability, mental health, and neurodiversity.

Áine continued to pursue further education and graduated with distinction from the MSc in the Psychology and Neuroscience of Mental Health at King's College London. This academic journey, combined with her corporate experience and leadership within employee networks, inspired Áine to make a broader impact.

She decided to pursue consultancy and founded AM Learning, recognising her speaking and facilitation style as a key enabler in delegates awareness building and subsequent behavioural change. Her approach to professional development and strategic thinking in business emphasises the need to consider the unique style each person brings to the table, and how creating the right kind of psychologically safe environment is a catalyst for meaningful change.

As well as the work with her own consultancy, Áine collaborates with Huma Qazi Limited across all of the company's brands as Lead Consultant. She works on Neurodiversity Education and Neuroinclusion projects with the US-based company Uptimize, where she serves as Lead SME, advisory board member, facilitator, and strategic consultant. She continues to broaden and deepen her expertise, and is a certified Facet5 Personality Profiling and TeamScape practitioner.

Áine's unique approach highlights the significance of understanding our own brains and fostering a culture of belonging through self-awareness and empathy.

Neurocognitive Leadership | Inclusive Culture | Neurodiversity & Neuroinclusion | Neuropsychological Education for Business | Mental Wellbeing & Emotional Inclusion | Inclusion & Belonging

