
The Awakening

PROGRAM OVERVIEW:

This program explores the growing trend of women being diagnosed with autism and ADHD later in life and the profound impact this has on their personal and professional lives. It provides practical strategies for individuals and workplaces to support, empower, and harness the strengths of neurodivergent women.

Using Aisling's lived experience, along with real-world examples, participants will gain valuable insights into the challenges these women face, from masking and misdiagnosis to self-advocacy and professional empowerment. Attendees will leave equipped with actionable tools to foster an inclusive environment where neurodivergent women can thrive.

KEY LEARNING OUTCOMES:

- **Recognise Late Diagnoses:** Understand the societal, cultural, and medical factors contributing to late diagnoses of autism and ADHD in women.
- **Empower Neurodivergent Employees:** Identify the unique strengths and challenges of neurodivergent women and develop strategies to leverage these strengths.
- **Foster Inclusion:** Learn actionable techniques to create a supportive, inclusive, and neuroaffirming workplace culture.
- **Improve Communication:** Apply practical frameworks to enhance communication with neurodivergent colleagues and employees.
- **Promote Well-being and Retention:** Build a workplace environment that supports the mental health and long-term success of neurodivergent professionals.

WHO SHOULD ATTEND?

- HR professionals and talent managers
- Team leaders, managers, and executives
- Diversity, Equity, and Inclusion (DEI) officers
- Neurodivergent employees seeking empowerment tools
- Workplace coaches, mentors, and employee support teams

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PROGRAM INCLUSIONS:

- Interactive training sessions with real-world case studies
- Downloadable resources and tools for fostering neuroinclusion
- Group discussions and Q&A sessions with Aisling
- Actionable frameworks for communication and inclusion
- Access to follow-up resources and coaching opportunities

DURATION:

- Half-day or full-day sessions available (customised to organisational needs)

PROGRAM PREREQUISITES:

- No prior knowledge of neurodiversity is required; an open mind and willingness to embrace new perspectives are encouraged.



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DETAILED PROGRAM OUTLINE:

1. Introduction to Late Diagnoses

- Understanding why women are often diagnosed later in life.
- The impact of gender biases and societal norms on neurodivergence.

3. Personal and Professional Impact

- Emotional stages of diagnosis: relief, grief, and acceptance.
- The role of workplace environments in either hindering or supporting neurodivergent employees.

5. Building Inclusive Work Environments

- Clear communication frameworks to improve collaboration.
- Developing policies and practices that support neurodivergent employees.

7. Q&A and Group Discussion

- Addressing specific challenges and questions from participants.
- Exploring opportunities for further engagement and support.

2. The Masking Phenomenon

- Exploring the concept of masking and its effects on mental health.
- How masking leads to burnout and delayed diagnosis.

4. Leveraging Neurodivergent Strengths

- Identifying the unique abilities of neurodivergent women.
- Strategies for fostering creativity, innovation, and hyperfocus in the workplace.

6. Actionable Solutions and Best Practices

- Creating neuroinclusion strategies tailored to your organisation.
- Building a sustainable support system for neurodivergent employees.