

FORNEURO DIVERGENT LEADERS

**12-WEEK
LEADERSHIP
DEVELOPMENT
PROGRAMME**

**FROM HELENA TERRITT
OF HATCHED COACHING**



[hatchedcoaching.com/
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THE PROGRAMME

Created and led by Executive Coach and Director Helena Territt, this training programme is not about teaching what 'good' leadership looks like - it's about acknowledging that **neurodivergent brilliance rarely shines through when we try to fit it to standard moulds.**

It will cover useful theories from coaching and psychology, to help you to unlock the right systems for your unique brain, to understand how to get the best out of others, and to lead diverse teams with authenticity and confidence. *If a group programme is chosen, this also gives you the opportunity to work with a small group of similar professionals.*

Helena Territt is a Fellow of the CIPD, has a 20-year career in HR and an MSc in executive coaching, she has read hundreds of 'leadership' and 'self-help' books, but it was only when she was diagnosed with ADHD in her 40s, that she finally had the lens which brought it all into focus. Understanding how her brain works differently, enabled her to translate this learning into a new programme for successful ADHD and AuDHD Professionals.

This programme aims to share the tools that are most helpful as a neurodivergent leader, and which ideas and frameworks should be consigned to the bin - even if they seem to work for everyone else.

This will enable leaders to build their own manifesto of how THEY work at their best, how to manage their needs, and those of their team, and how to influence and lead at a senior level.

This course will not cover the basics of neurodiversity, definitions, how to seek a diagnosis, access to work funding, or other topics which are available easily elsewhere. It is expected that attendees will already have some understanding of how ADHD or autism impacts them and will be interested in how to make their neurodiversity work for them in a corporate setting.

HATCHED COACHING HAPPY CLIENTS



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IS ADHD A DISABILITY?

Although it is classed as a disability and the struggles are real, it can also be a great strength.

Many of the world's most successful people are neurodivergent (Richard Branson, Elon Musk, Ingvar Kampradd, Paris Hilton, Barbara Corcoran, Kylie Jenner and Stephen Bartlett to name a few) Helena's coaching clients include CEOs, founders, directors, senior civil servants, doctors and lawyers. Helena is listed in the Spears 500 index as a top recommended coach for high-net-worth individuals, many of whom are neurodivergent.

Without different thinkers we likely wouldn't have computers, Virgin, Ikea or most of our music, art and scientific innovation, Fortunately [the research](#) now supports this.

When managed well, having a neurodiverse workforce can be your best asset. But it requires a shift in thinking and a more specialist focus on different ways to develop leaders.



“BUT WE ALREADY HAVE LEADERSHIP DEVELOPMENT...”

Trying to fit an 'interest based' brain into an 'importance based' world is a specific challenge and neurodivergent individuals often waste time working harder to manage their challenges, *instead of working differently.*

Many ADHD or AuDHD (Autistic and ADHD) adults have spent a lifetime of frustration, feeling that we 'should' be able to do things in the way others do. That removing distractions will help us to concentrate, that we should tackle the hardest tasks first, or that if we block time in our calendar, set SMART goals, or have a clear plan, this will enable success.

While these techniques may be brilliant for most leaders, neurodivergent brains work differently and often need different approaches to achieve our best performance.

This programme will cover some traditional psychology, including an introduction to transactional analysis, Kahler's behavioural drivers and how to work with emotions when negotiating. But we will also offer specialist models to enable leaders to develop their own manual around working with their unique brain wiring.



ABOUT HELENA

HELENA TERRITT FCIPD, MA OXON, EMCC

Helena is recognised in the Spear's 500 index as a top recommended performance and life coach for high-net-worth individuals (3 years running). She specialises in working with people who think differently, sparky-brained leaders and neuro-atypical professionals.

Helena studied at Marlborough College, Oxford University and SOAS. She completed a finance internship at Binder Hamlyn (later Accenture), then found her niche with an HR career that spanned start-ups, FTSE 100 companies and large Government departments.

Helena has been an executive coach since 2018 and has always coached people who are innovative, curious, and don't stay in their lane. She has frequently been described as quirky, brilliant, and different, but was not diagnosed as neurodivergent until her early 40s.

Helena has an MSc in Executive coaching from Ashridge Hult Business School, is a Fellow of the Chartered Institute of Personnel and Development (CIPD) and is accredited by the European Mentor and Coaching Council (EMCC) as a Senior Practitioner. She is certified as an ADHD Coach by the ADD Coach Academy.

Helena is supported by her Personal Assistant Lauri.



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CURRICULUM

#01 OPTIMISE PERFORMANCE

2 sessions : Learn how to work with your emotions to beat procrastination. Understand the common blockers and amplifiers of your attention, and how to coach yourself through rumination and 'stuckness'. Build your own unique systems for habit stacking, task shifting, and getting started.

Example activities:

Mapping your processing modalities 
Understand how to regulate an amygdala hijack
Developing transition rituals

Using the I-Model to generate momentum
Managing the six phases of attending

#02 LEADERSHIP BRAND

2 sessions : Build internal authority and understand your personal leadership style. Clarify your needs and boundaries, manage your emotional and energetic budget to remain authentic and high performing, instead of masking, or burning out.

Example activities:

Strengths and values assessment
Working with your inner critic
Visualisation to connect you with your purpose

Mapping ikigai
Finding your personal 'anchor moments'
Discover your 'hidden hungers'

#03 LEADING A TEAM

2 sessions : Learn the skills to lead a diverse team, communicate across neurotypes, and manage negotiations. Be able to give feedback with radical candour which will not damage people and receive painful feedback without losing your self- esteem. How to avoid conflict and find resolution with colleagues. To include an introduction to transactional analysis.

Example activities:

Recognising your scripts and narratives
Practice negotiations and emotional mirroring
Map your team's preferred ways of working

Practice effective listening skills
Manage verbal processing

Topics will be covered in varying degrees of depth, bespoke to attendees' needs.



NL PROGRAMME TESTIMONIALS

"The best training I have ever had in the Civil Service."

"The coaching was the most meaningful and helpful session I've had on ADHD since I was diagnosed. I've spoken to so many people and the general vibe has been, "you can try and organise yourself a little more, but it's hard" (including a 1.5 hour discussion I had with Lexxic). I left your session feeling like I understood myself so much better."

Department of Business & Trade Neurodivergent Leaders Training Delegates, 2024

HELENA TESTIMONIALS

"Was a fabulous session you convened Helena - it made me feel at home, in solid company, and felt wonderfully real through your delivery."
Aileen Naylor, HULT Ashridge Coaching Conference

"The key for me was having the opportunity to speak to someone I felt safe with, to explore and process my feelings, responses etc and identify improvements. Helena did this brilliantly, and gently but consistently probed and pushed me out of my comfort zone, but in a way which felt supportive and safe. So it was really effective, as I came out of my sessions feeling clear, positive and focused on what I was going to do. It's also helped me to work in a more reflective way."
Coaching Client

"Thank you so much. I feel like there has been such a shift in my thinking already in only 3 sessions. Definitely down to you and your approach!! So excited to continue this work and find more of who I am and what works for me."
Coaching Client

"Territt is in the perfect position to understand the ways of thinking associated with people with ADHD, having been diagnosed with the condition herself well into a successful career. She learned how to take advantage of her difference, rather than seeing it as a problem."
Spear's

"This last session has been the most clarifying so far. Everything feels like a jigsaw puzzle whose edges I have just finished. Very satisfying."
Civil Servant

"You're a rock star!"
Abi, Group Strategic Workforce & Planning Director, Sky



SPECIFICS

PROGRAMME INCLUDES :

- A small group of 5 - 10 people (if Group Programme chosen)
- 7 x 90min Coach-Led Sessions of live learning and coaching hosted by Helena
 - *every other Friday at 10am*
- 6 x 60min Co-Working Sessions with Helena's facilitation
 - *every other Monday at 10am (same week as hosted sessions).*
- 6 x short activities - complete in your own time or use one of the co-working sessions.
- Access to resources and worksheets
- Discounted 1-to-1 Coaching with Helena (*optional*)

Each session, slides and content will be shared in advance, and we will work through it together, with opportunities for questions, coaching and sharing experiences with other leaders. This is not a self-led programme. ***You are not alone.***

Certificates of Completion

Graduates receive certificates of completion, upon request.

Certificate requirements: programme participants who complete 80% of the sessions and activities will be eligible to receive a certificate.

CPD accreditation coming soon.

