Hiring opens the door. What happens next?

Developing Cognitively Diverse Talent in the Age of AI

We invite CEOs and chief human resources officers to contribute to an interview-based study of how employers help neurodivergent talent grow, advance, and build meaningful careers — as AI changes the work people do.

From access to opportunity

Recruitment is only part of the story. What follows depends on how people are managed, how learning is supported, and how opportunities to advance are created.

We want to understand what is working, what remains difficult, and what leaders are still trying to solve.

THREE QUESTIONS GUIDE THE STUDY

What helps people grow?
Management practices, learning, and support.

What makes advancement possible?
Career pathways, opportunities, and barriers.

How is AI changing the picture?
Implications for development, advancement, and leadership.

STUDY ESSENTIALS

25–30 interviews
CEOs and chief human resources officers

45-minute interview
One confidential conversation

Report and findings convening
Lessons shared with participating leaders

LEADERSHIP

Led by Jeffrey Cohn
Partner and Head of CEO Succession Practice, August Leadership. Author and host of *Imperfect Leaders*.

Your experience can help shape the understanding.

We invite CEOs and chief human resources officers whose organizations have practical experience hiring and supporting neurodivergent employees.

You do not need a model program or a finished answer. We are interested in what you have tried, what has proved difficult, and what you are still working to understand.

One conversation. Approximately 45 minutes.

The confidential interview will explore development practices, career pathways, management responsibilities, and the changes leaders are seeing as AI reshapes work.

No formal preparation is required. Discussion topics can be shared in advance.

Contribute your perspective. Learn from others.

Perspective — a synthesis of participating employers' approaches to development and advancement.

Early findings — access to the report before public release, and a participant briefing.

Exchange — an invitation to discuss the findings with other participating leaders.

Confidential and independent

Findings will be reported without identifying participants or their organizations. Any identifiable example will require separate written permission.

Funders will have no access to interview material and no role in participant selection, analysis, or conclusions.

> For Jeffrey, the question is also personal: he is the father of an autistic son, Luca.
>
> "By the time Luca's generation reaches the workforce, the world of work is ready for them."
>
> JEFFREY COHN · STUDY DIRECTOR

Proposed timing: interviews in spring 2027; report and findings convening in fall 2027.

Contribute to the study

To discuss participation, contact Jeffrey Cohn.

jeffrey@bench-strength.com