



AHC Learning Ltd.

Case Study: Future
Leader Programme

Equipping early-
career
professionals to
lead with clarity,
confidence and
creativity.

All sessions rated
'Very Good' to
'Excellent' by
participants.



AHC Learning Ltd. partnered with one of the UK's leading port operators to design and deliver a bespoke, engaging development journey for graduates. Spanning over two years, the *Future Leader Programme* focused on building self-awareness, communication, and influencing skills — preparing early-career professionals to step confidently into leadership.

About The Client:

A major UK-based port and logistics operator, known for its strategic importance to the national supply chain and commitment to investing in talent. The organisation operates across multiple sites and disciplines and places high value on developing future leaders through structured, engaging programmes.

Summary

The *Future Leader Programme* was created to support graduate-level talent in transitioning from academic settings to operational and strategic roles. The learning journey blended in-person workshops, virtual bite-size learning, and peer-to-peer collaboration.

Alison says :

"This programme was all about unlocking potential. Graduates bring energy, ideas, and ambition — our job was to build the confidence, language and leadership toolkit to help them thrive in a complex, fast-paced industry."

Workshop Themes

- **Your Brand:** Personal impact, visibility, and self-awareness
- **Presentation Skills:** Posture, pace, pitch and confident communication
- **Networking:** Internal and external strategy building
- **Persuading & Influencing:** Feedback, assertiveness and structured persuasion
- **Communication Skills:** Listening, questioning and flexing style
- **Creativity in the Workplace:** Innovation tools and practical application
- **Growth Mindset:** Resilience, reflection, and adaptability



Challenges

The client needed a programme that could adapt to varying confidence levels and learning preferences, while still delivering business-relevant outcomes. With graduates spread across multiple sites, the blend of virtual and in-person sessions needed to feel equally engaging.

Key challenges included:

- Balancing personal development with operational workload
- Creating space for deep reflection and open discussion
- Building confidence in communication and visibility
- Designing learning that felt fun, safe, and highly applicable

What We Did

AHC Learning Ltd. developed a modular, learner-led programme that blended reflective coaching, real-life scenario work, and energetic facilitation.

Alison says :

"Whether we're talking about feedback, resilience or innovation — it's all leadership. I love showing graduates that they already have the raw ingredients. Our job is to help shape them."

Programme Highlights

- Live presentation practice with feedback from peers and the facilitator
- LEGO® SERIOUS PLAY® activities to visualise creativity and collaboration
- "Networking Web" to build personal influence and visibility
- Communication and influencing models with built-in rehearsal and coaching
- Assertiveness and feedback tools for day-to-day impact
- Mindset discussions using storytelling, reflection and polls

Feedback and Results

- All workshops rated "Very Good" or "Excellent"
- High engagement in both virtual and in-person formats
- Facilitator consistently praised for creating energy, connection and learning that sticks

Observed Impact

- Stronger self-awareness and confidence in public speaking
- Improved stakeholder engagement across departments
- Greater ability to influence, reflect and adapt to challenges
- Clearer personal brands and enhanced internal visibility
- Increased collaboration and peer-to-peer support networks

Here's what the participants had to say:

"Very engaging and willing to put up with a terrible banker!"

"The elevator pitch and self-awareness questionnaire were game-changers."

"The networking web helped me see what I can offer and what I need."

"I'll use this in how I act and operate day to day."

"This programme has helped me develop into a better leader. I'll use these tools for the rest of my career."

Conclusion

The *Future Leader Programme* has embedded a generation of professionals with the confidence, communication, and creative thinking to thrive in leadership. Through an interactive, tailored approach, AHC Learning Ltd. helped these future leaders move from potential to performance — ready to lead with clarity, curiosity and credibility.

Are your future leaders ready?

Let's design a programme that helps them stand tall.

Since 2001, AHC Learning Ltd. have excelled in delivering personal and professional learning and development workshops. We aim to make a real difference while forming true and lasting partnerships with our clients, enabling us to deliver the right solution at the right time.

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