



AHC Learning Ltd.

Case Study: Developing Leader Programme

Creating
confident,
capable leaders
in a high-demand
environment.

100% of learners
would
recommend the
programme.

4.5–5 average
rating across all
workshops.



AHC Learning Ltd. partnered with one of the UK's leading port operators to design a bespoke, multi-month development journey to grow confident and collaborative leaders ready to tackle the demands of a high-paced operational environment.

About The Client:

A major UK port operator, managing a network of strategically located ports across Scotland and England. With operations spanning container handling, bulk cargo, offshore renewables, and more, the organisation plays a vital role in the national supply chain and economic infrastructure.

Summary

The **Developing Leader Programme** was created to align with the client's talent and succession strategy, offering practical tools and mindset shifts for a new generation of leaders. Delivered over six months, the programme featured six full-day workshops, interactive group learning, and real-time workplace application.

Alison says :

"Leadership is a lot like port operations – you need a clear route, responsive tools, and great communication to keep everything flowing. This programme was about building leaders who can navigate confidently, even in rough waters."

Workshop Themes

- **Leading People:** Emotional intelligence, leadership styles, and self-awareness
- **Decision Making & Communication:** Rational models, OODA loop, and communication styles
- **Maximising Personal & Team Performance:** Prioritisation, feedback, team engagement
- **Adapting to Change:** Leading change, mindset, empathy, and influence
- **Quality Conversations & Building Resilient Teams:** Assertiveness, resilience, and difficult conversations
- **Fostering a Culture of Trust, Learning & Innovation:** Psychological safety, continuous learning, and innovation

Challenges

The client needed to balance operational demands with long-term leadership development. Many learners were on-call, requiring flexible facilitation and high engagement. Learners also varied widely in experience, meaning the content had to be relevant and resonant for both emerging and seasoned leaders.

What We Did

AHC Learning Ltd. created a learner-centred, insight-driven experience rooted in reflection, collaboration, and real-world application.

Alison says :

"It's not about running a 'course'. It's about sparking transformation – giving leaders the tools and confidence to shift from 'doing' to truly 'leading'."

Key Elements

- Activities anchored in real scenarios from the business
- Peer learning to strengthen internal networks
- Tools for practical use: Covey Matrix, OODA Loop, Feedback models, Jungian-style communication styles
- A strong focus on emotional intelligence, resilience and performance under pressure



Feedback and Results

- 100% of learners would recommend the programme
- Average ratings across all modules: 4.5–5 out of 5
- Highest-rated themes: Maximising Team Performance and Fostering a Culture of Trust

Observed Impact

- Increased confidence in decision-making and delegation
- Clearer team roles, responsibilities, and performance expectations
- Enhanced empathy and communication across departments
- Growth in resilience and leadership self-awareness
- Stronger cross-functional collaboration

Here's what the participants had to say:

"Alison's delivery was excellent – fun, interactive, and impactful."

"I've applied prioritisation tools directly with my team – we're now clearer on who owns what."

"The emotional intelligence module changed how I react – I've become a more thoughtful leader."

"Networking across the business was invaluable – I've built strong connections."

"This programme helped me grow into a stronger, more capable leader."

Conclusion

The *Developing Leader Programme* has embedded a strong foundation for effective, emotionally intelligent leadership in a fast-paced, high-pressure environment. By putting people at the heart of development, AHC Learning Ltd. has helped future leaders rise with confidence, clarity, and credibility.

Does your business need to invest in its future leaders?

Let's talk about how we can build your next generation of managers.

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.

Contact

✉ alison@ahclearning.co.uk

☎ +44 7940 588 047

🌐 www.ahclearning.co.uk



developing people, delivering results