



## ASPIRING FINANCE LEADERS DEVELOPMENT PROGRAMME NORTH

As part of the FFF Senior Talent Management Programmes, we have designed a 4-day development programme to help participants to develop their skills towards working at director level or equivalent over the next 3-5 years.

The programme has been developed around the FFF Behavioural Skills Framework and Four Strengths which will be run over 4 days, including 2 residentials and networking dinners. This is a free programme for members of the FFF Aspiring Finance Leaders network.

### OBJECTIVES:

- Making the move from Line Manager to Leader
- Selling the Vision, creating a compelling story re change
- Creating the team culture that embraces the future of NHS Finance and brings the whole team along
- Gaining confidence re the difficult conversations and making a stand for what is right
- Encouraging and creating the environment for innovation and new ideas

### DATES & LOCATIONS

#### North

10th – 11th July in Manchester and 19th – 20th November in Leeds

Please ensure that you can attend the dates in your region before applying for this programme.

### PROGRAMME OUTLINE

#### Day 1 - Theme: Team Player [communicate & influence, collaborate, accountable]

- Chairs Introduction
  - Who is here and why
  - The Behavioural Skills Framework
  - The programme
- Getting to Know the Group – Introduction exercise on personality traits.
  - What is my natural preference, natural style?
  - what would I like to work on over the 4 days?
- The Finance Team Player (Group Exercise)
  - As a leader in NHS Finance what does being a Team Player mean to you?
  - Self-Awareness
    - explore what you are good at and consistently display
    - explore more challenging areas for you as an individual

- how do I support and encourage a diverse team?
- Team
  - explore what elements your team are good at
  - explore areas that could be improved
- Having Difficult Conversations – the uncomfortable bit...  
*Guest Speaker – sharing real life examples.*
- Holding Team Members to Account  
*Guest Speaker – sharing real life examples.*
- Group Work – Having Difficult Conversations
- Giving Positive Feedback
- Moments of Brilliance
- Crossing Professional Boundaries – They Just Get It!
  - Working with Clinicians
  - What clinicians want from finance
- Reflection of the Day
  - A chance to think about what you have learnt
  - What do I need to work on?
- **Dinner & networking – overnight stay**

**Day 2 - Theme: Change** [challenge & innovate, new skills, needs of others]

- Introduction to Day 2
- The Future of NHS Finance
  - What will/could future finance teams look like?
  - What does a Board want from the DoF in the future?*Guest speakers*
- Making Change Happen
  - Explore as a group the environment/culture needed to allow the team to make change happen
- Innovation in the NHS  
*Guest speaker*
- Innovation Outside of the NHS  
*Guest speaker*
- Innovation and Diversity
  - Why is it important? Why do we need diverse teams?
- Supporting and Retaining a Diverse Team  
*Guest Speaker*
- Commitment to Diversity – the Rhetoric v’s the Reality  
*Guest speakers*
- Reflections
  - How can I commit resource to the team to enable delivery of new ideas?
  - What can I do to encourage diversity and deliver equity within the team?
  - What have I learned?
  - What would I like to try before next session?
  - What do I want to include within “This Is Me”

**Day 3 - Theme: Value & Tax Payer** [wider system, decision making, problem solving, planning & organising]

- Introduction to Day 3 and 4
  - Outline of what will be covered
  - Opportunity to feedback what any of the group has done/changed since Days 1&2
- Driving Value for Patients and Taxpayers
  - Explore as a group what this means and how we can ensure that there is a clear link between our teams and delivering patient care.
- Bare Below the Elbow – Rolling your sleeves up
  - Case study presentation from guest speaker
  - Chance to share what has been done in your organisations.
- Bringing Value into Decision Making – BPV
  - From implementation to performance using BPV bitesize.
- “This is Me” Preparation
  - Opportunity to reflect and add any learning from Day 3 into the presentation
- “This is Me” Presentations
  - Presentations in small groups with a coach
  
- **Dinner & networking – overnight stay**

**Day 4 Four Personal Qualities**

- Introduction to Day 4
- Knowing You – Assessing your impact and the 4 Personal Qualities
  - Integrity
  - Self-Awareness and Self-Management
  - Compassion and Care
  - Resilience – personal and team resilience
- Coaching Others
  - Coaching skills
  - How to ask the right questions and pick up on non-verbal signs  
One of the coaches could lead this?
- Communicating the Vision
- Creating a compelling story
- What Next? The Plan
  - Feedback from peers re This Is Me presentation
  - 1-2-1 coaching session
  - Development of personal development plan
  - Development of team development plan
  - Inspirational speaker to close- patient focus/patient clinician
  - Group Reflection

## PROGRAMME APPLICATION

To apply for this programme, please email [futurefocusedfinance@nhs.net](mailto:futurefocusedfinance@nhs.net) with the following details by 28<sup>th</sup> February:

Name:

Job Title:

Organisation:

Location applying for:

Email Address:

Brief outline of why you would like to apply for the programme:

Sign off on attendance from FD or senior sponsor:

*Please note that this programme is limited to 30, you will hear if your application has been successful following the FFF Workforce & Leadership Meeting on 6<sup>th</sup> March.*