



ASPIRING FINANCE LEADERS DEVELOPMENT PROGRAMME - SOUTH

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

South

16th – 17th July in Bristol and 27th – 28th November in Crawley

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 with the following details by 28th 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 6th March.