

SPONSORSHIP PROGRAMME

SPONSEES' SELF-ASSESSMENT

Thank you for taking an interest in the Future-Focused Finance Sponsorship Programme, the programme aims to encourage and support your professional development through facilitating relationships at different Band levels. To ensure that starting a sponsorship relationship is the best option for you at this time we have prepared a self-assessment, please review the statements below and consider your responses.

- I have been working within NHS Finance for at least three years
- I am female; of Black, Asian or minority ethnicity; I have a disability; and/or I identify as LGBTQ+
- I am working towards and will be eligible for promotion within the next 2-3 years. Where possible I have discussed this with my line manager as part of my appraisal
- I aspire to become a senior leader within NHS Finance
- I can take the initiative in building a positive sponsorship relationship
- I am a listener who practises self-reflection
- I am open to undertaking opportunities which will stretch me and will approach them with enthusiasm
- I have a reputation for being trustworthy and acting with integrity
- I proactively seek feedback from others and can apply this feedback in a constructive way (an example of this would be evidence of partaking in 360 degree feedback)

NEXT STEPS

If you answered 'yes' to the statements above, then you are well placed to enter into a positive sponsorship relationship and we encourage you to review the sponsees' guide overleaf and take the next steps to find a sponsor.

If you have answered 'no' to any of the above statements it may be that sponsorship is not the best option for you. We would encourage you to discuss your aspirations with your line manager or SDN lead and seek their advice on how you can best continue your development. There may be steps you can take yourself, e.g. setting personal objectives for seeking feedback from others and reflecting on this feedback. These positive steps can be built into your personal development plan. You may wish to consider a mentor or coach relationship and your organisation can support you to put this in place. Remember that a sponsorship relationship may be something you benefit from in the future and in the meantime, there are plenty of other ways to develop your skills and experience. You can find more support on the Future-Focused Finance website.



FINDING A SPONSOR

Your sponsor should work in your organisation or your local ICS/STP footprint in a more senior position than yourself. If you already know someone who would make a good sponsor, use the tools available via Future-Focused Finance to approach them, explain the programme and ask if they can support you as a sponsor. If you need help to identify or approach a suitable sponsor then speak to your line manager or SDN, using the sponsorship pack to explain how you would like their support to take part. You can also email the Future-Focused Finance team at futurefocusedfinance@nhs.net and they will check the existing sponsorship database and identify if someone in your organisation has already expressed interest in becoming a sponsor. Once you have found a sponsor, complete and submit the statement of commitment in the Sponsorship Programme Overview leaflet. You will then be added to a sponsee group on the Future-Focused Finance website where you can keep in touch with other sponsees on the programme and provide each other with peer support.

ESTABLISHING A RELATIONSHIP

During your initial sponsorship meeting, use the following questions as prompts:

- Will you have a sponsorship guardian (recommended) and who should this be?
- How frequently will you meet with your sponsor and how long will meetings last?
- What do you want to achieve from the sponsorship relationship? Record your aims and objectives so you can share them clearly and refer to them during the programme
- What are the ground rules for the relationship?
- How will you create trust so that each of you feels able to honestly express their thoughts, feelings or concerns?
- How will agreed actions be recorded and followed up?

ENSURING THE RELATIONSHIP REMAINS POSITIVE

The sponsorship relationship should formally last for 2 years. During this time regular meetings should take place meaning your relationship will mature over time and your aims and objectives from the relationship should become realised. To help you achieve this consider the following points:

- How will you structure meetings? E.g. do you want to schedule reflection points to enable you to check that the relationship is on-track?
- Do you have a sponsorship guardian and, if so, how would you like to engage with them? Will you invite them to periodic meetings?
- At what point during the two year programme will you start to consider drawing the relationship to a close and how will this be achieved?

REFLECTION

To gain the most from the programme we encourage you to regularly take time to reflect on the relationship and the benefits for you personally and for your organisation. Perhaps consider the following:

- Keep a record of the benefits so you can refer to them and share positive experiences
- Include your participation in your own CPD log
- Create a learning log so you can reflect on your experiences and identify what you gained from them e.g. reflect on your behaviour when you attend senior meetings, or are presented with development opportunities
- Create a reflection log where you can record any feedback you receive, detail how it made you feel and identify any actions you would like to make as a result of it
- Regularly review your initial aims and consider whether they are being met or if your goals have changed

FEEDBACK

Over the course of the programme, a member of the Future-Focused Finance team will contact you for feedback and ask about your experiences but please don't wait for this if you have something to share. The programme is fluid and will be adapted and improved upon based on feedback and experiences shared by those involved. Please share your opinions on improvements that could be made, or further tools, resources and support which you would appreciate. Programmes of this type are best promoted through the positive experiences of those who have participated. We encourage you to become an advocate for the programme, speaking of it with your colleagues and at meetings or conferences you attend. Ask others to consider if they would benefit from a sponsorship relationship or if they would make a suitable sponsor to others. Unless otherwise requested, your feedback will be used to promote the programme to others. Please send your feedback to: futurefocusedfinance@nhs.net

