

# SPONSOR TRAINING SERIES

## HOW TO BUILD YOUR SPONSEES CONFIDENCE

16<sup>th</sup> May 2022, 13:00 – 14:30, MS Teams

### AGENDA

#### 13.00 Welcome and Introduction

*James Allen, Managing Director, Creative Huddle*

Helping your sponsees build their confidence will help them identify and take advantage of situations that will benefit their career, their team and the organisation as a whole.

#### 13.05 How do people feel when speaking up?

*James Allen, Managing Director, Creative Huddle*

It helps to understand why some people lack self-confidence: and appreciated

- They might see more risks than opportunities
- They don't perform well in new situations.

Depending on whether they have a fixed or growth mindset approach, they may see any successes that they do achieve as resulting from luck, rather than from their own efforts. Making sure their individual efforts are recognised

#### 13.20 Showing people the benefits of speaking up and building their confidence

*James Allen, Managing Director, Creative Huddle*

People who have high self-confidence are often more productive and effective, and more comfortable taking risks. To help your sponsees see the benefits or understand how they can become more confident in their abilities, give examples;

- How you did it
- How you felt and overcame it
- The benefits it brought you
- Tell a story of a colleague.

Help your sponsees identify their triggers – which situations cause them to feel low in confidence? Let them know that it's OK to make mistakes – and learn from them.

#### 13:35 When and where is it appropriate?

*James Allen, Managing Director, Creative Huddle*

Help your sponsees identify the best opportunities to put themselves forward – for learning opportunities, areas of increased responsibility, or for something that aligns with one of their key strengths or areas of interest or purpose.

#### **14.45 Tools and techniques to help sponsees prepare and perform**

*James Allen, Managing Director, Creative Huddle*

We'll look at a number of practical mindsets and approaches that can help your sponsees, including:

- Help them see things as an opportunity to learn and develop
- Focus on their strengths
- Help them set goals, which define success
- Give them an objective to aim for

#### **14.05 Helping sponsees plan for future opportunities**

*James Allen, Managing Director, Creative Huddle*

Based on everything we've covered in this session, let's make a tangible plan for offering support for your sponsees in this area.

#### **14.30 Close**