

THE SPONSORSHIP SUMMIT

CAREER PROGRESSION FOR ALL

Friday 15th September, 09:30 – 16:00. 110 Rochester Row, London

AGENDA

09:30 Registration

10.00 Welcome and Introduction

Edward John, Generis Consulting

10.10 Keynote Address

Amy Whitaker, Chief Finance Officer, Mid Yorkshire NHS Trust & Wakefield Health & Care Partnership

Amy will welcome you to the event and emphasise the significance of the EDI (Equality, Diversity, and Inclusion) agenda. Additionally, she will provide an update on the recent changes that have been made to the National EDI Action Plan, with particular attention to the integration of the Sponsorship Programme and expand on the accountability of all NHS finance function members to uphold its principles.

10.40 Successful Sponsorship Relationships

Attiq Ahmad, Service Line Reporting Lead, The Hillingdon Hospitals NHS Foundation Trust, Ravinder Kalsi, Associate Director of Finance, Performance and Contract, Central and North West London NHS Foundation Trust, Mpho Matombo, Senior Finance Manager, NHS England & Emma Emery, Deputy Director of Commissioning Finance, NHS England

During this session, you will have the opportunity to hear from two active Sponsorship relationships as they share their valuable experiences within our Sponsorship programme as well as a Q&A from the 2 relationships.

The primary objective of this session is to offer current and prospective Sponsors and Sponsees a comprehensive understanding of the following bullet points, as well as guidance on maximising their involvement in the programme:

- Establishing ground rules and planning the initial meeting
- Outlining the accomplishments and successes of the Sponsor-Sponsee partnerships
- Highlighting the mutual benefits for both parties involved
- Examining the progress made by the Sponsor-Sponsee pairs and exploring potential growth opportunities.

11:20 Break

Breakout development Sessions

At the event, attendees will have the opportunity to participate in two of six captivating breakout sessions, each with its unique focus. During registration, delegates will be asked to select their preferred session. Please note, there are specially tailored sessions for Sponsors and Sponsees, which are highlighted in the session synopsis for your convenience.

11:50 Breakout Session 1

- **Navigating the transitions when moving up the ladder**

Edward John, Generis Consulting

This session is aimed at Sponsees. In this session, participants will learn about the common pitfalls to avoid when navigating transitions while moving up the ladder in the workplace. The focus of the session will be on discussing common pitfalls to avoid, such as not understanding the new role and responsibilities, trying to do everything oneself, failing to communicate effectively with team members, not seeking feedback or advice, and ignoring the importance of self-care and work-life balance. By the end of the session, participants will have a better understanding of how to navigate transitions successfully while avoiding common pitfalls.

- **Networking & confidence building, imposter syndrome techniques**

Paul Dillon – Robinson, Independent Consultant and Non-Executive Director, The Queen Victoria Hospital NHS Foundation Trust

This session is aimed at Sponsees. In this session, participants will learn about networking and confidence building, with a specific focus on techniques for overcoming imposter syndrome. Participants will learn about various techniques for overcoming imposter syndrome, such as reframing negative self-talk, seeking out positive feedback, and practicing self-compassion. The session will also cover practical strategies for building and expanding one's professional network, including leveraging social media, attending networking events, and seeking out mentors. Throughout the session, participants will have opportunities to practice these techniques and strategies through interactive exercises and group discussions. By the end of the session, participants will have a better understanding of how to overcome imposter syndrome and build their confidence, as well as practical strategies for building and expanding their professional networks.

- **Building trust and advocating with confidence**

Jonathan Bowyer, Facilitator, View from here Ltd

This session is aimed at Sponsors. In this session, participants will learn about building trust and advocating with confidence in professional settings. The session will begin with an introduction to the importance of trust-building and confident advocacy in professional relationships and outcomes. Participants will then learn about the different elements that contribute to building trust, including communication skills, transparency, and reliability. The session will also cover practical strategies for advocating with confidence, such as identifying and articulating one's values and goals, building relationships with decision-makers, and presenting compelling evidence to support one's position. This will be an interactive session, with the opportunity to discuss and practice some of the skills involved.

12.50 Networking Lunch

13:30 Breakout Session 2

- **Identifying a skills gap - Creating a development plan**

Edward John, Generis Consulting

This session is aimed at Sponsees. In this session, participants will learn about identifying skills gaps in their professional abilities and creating a development plan to address them. Participants will learn how to identify skills gaps, including self-assessment, feedback from others, and industry trends. Participants will be guided through the process of creating a development plan, including selecting appropriate learning opportunities, leveraging resources such as mentors or coaches, and measuring progress. By the end of the session, participants will have a clear understanding of how to identify skills gaps and create a comprehensive development plan to achieve their professional goals.

- **Building a consistent personal brand**

Paul Dillon – Robinson, Independent Consultant and Non-Executive Director, The Queen Victoria Hospital NHS Foundation Trust

This session is aimed at Sponsees. In this session, participants will learn about overcoming barriers and building a personal brand with a focus on developing motivational skills. The session will begin with an introduction to the concept of barriers and how they can prevent individuals from achieving their goals. Participants will then learn about practical strategies for identifying and overcoming barriers, including reframing limiting beliefs, setting achievable goals, and building a support network. The session will also cover the importance of building a personal brand and developing motivational skills, such as self-awareness, self-reflection, and a growth mindset. Throughout the session, participants will have opportunities to practice these skills through interactive exercises and group discussions. By the end of the session, participants will have a better understanding of how to overcome barriers and build a strong personal brand, as well as practical strategies for developing motivational skills that can support them in achieving their professional goals.

- **How to know if you are a suitable match for your Sponsee, initial meeting**

Jonathan Bowyer, Facilitator, View from here Ltd

This session is aimed at Sponsors. Participants will learn about how to determine if they are a suitable match for a potential sponsee and how to conduct an effective initial meeting. The session will begin with an introduction to the role of a sponsor and the importance of finding a suitable match for a sponsee. Participants will then learn about practical strategies for assessing compatibility with a potential sponsee, including considering personal values, interests, experience and objectives. The session will also cover best practices for conducting an effective initial meeting, such as setting clear expectations, establishing rapport, and discussing boundaries.

14:30 Break

15.00 City of London Police – Learning from others

The Sponsorship Summit held last year attracted the attention of the City of London Police, who were eager to learn from our Sponsorship programme and replicate our success within their

organisation. In this session, we will hear about the background of the organisation, where they are with implementing the Sponsorship Programme and what other EDI initiatives, they are implementing to create a more inclusive environment.

Caroline Booth, Organisational Development Practitioner, City of London Police

15:45 Closing Remarks

Edward John, Generis Consulting

16:00 Conference Close.

Edward John, Generis Consulting