

## 'FIRST IN POST' CFO / FD PROGRAMME

This development programme is for new CFOs / FDs who are taking on the post for the first time. The programme will equip participants with the knowledge, tools, and techniques needed in the role to support them in the first 12 months, to ensure collaborative working with key stakeholders and departments across their organisations and systems. The programme will also explore leadership responsibilities at CFO/FD level including staff support and development, working cultures, equality diversity and inclusion, and effective relationship building.

### PROGRAMME

#### **Day one – Tuesday 17<sup>th</sup> October**

*[The Queens Arms](#), 11 Warwick Way, Pimlico, SW1V 1QT*

**17.45 Registration, drinks reception and networking**

**18.30 Panel discussion**

*Julian Kelly, Chief Financial Officer & Peter Ridley, Deputy CFO – Operational Finance, NHS England*

This panel session will provide an opportunity to hear first-hand from senior leaders on their expectations of a new Chief Financial Officer and the priorities for the first 12 months in the role. This session will be highly interactive and informative providing attendees with a unique opportunity to learn from experienced senior leaders and gain valuable insights into how to succeed in their role as Finance Director through an informal Q&A session.

**19.00 Networking dinner**

Enjoy an informal meal with your peers ahead of the development programme on day 2.

**22.00 Dinner close**

*Overnight accommodation provided*

#### **Day two – Wednesday 18<sup>th</sup> October**

*[The Wellington Hotel](#), Wellington Hall 71 Vincent Square, London SW1P 2PA*

**08.30 Registration and refreshments**

**09.00 Chairs welcome and introduction**

*Peter Ridley, Deputy CFO – Operational Finance, NHS England*

Peter will welcome you to the programme and outline the essential expectations for your new board-level role within the NHS. Additionally, he will articulate the overarching vision for the ONF programme and provide actionable guidance on how you can contribute to the success of the three critical workstreams from within your respective organisations.

#### **09.10 Supporting our staff**

*Simon Worthington, Finance Director, Leeds Teaching Hospitals NHS Trust*

This session focuses on the One NHS Finance agenda and how it relates to your new role. We will discuss the longer-term model for working within NHS finance and explore different hybrid working models that can be implemented. We will delve into the communication challenges that may arise when implementing these models and discuss strategies to ensure that all staff have the same opportunities and access to the senior team. By the end of this session, you will have a better understanding of the One NHS Finance agenda, the importance of hybrid working models, and how to overcome potential communication challenges.

#### **10.10 Refreshments and networking**

#### **10.30 Equality, diversity, & inclusion 'in action'**

*Ranjana Manivannan, Costing Accountant, Kingston Hospital NHS Foundation Trust*

In this session, we will discuss the updated NHS Finance Equality, Diversity, and Inclusion action plan. We will explore your responsibilities and the organisational aspects of implementing the aims and objectives. We will also look at positive actions that can be taken and present a case study from the Inclusion and Diversity Ambassador Network. This will show how positive actions can be taken to promote inclusion and diversity in the workplace and will provide current examples of successful initiatives that can be replicated in your organisation.

#### **11.30 The first 12 months – your hopes, fears, and challenges discussed**

*Peter Ridley, Deputy CFO – Operational Finance, NHS England*

An 'open house' discussion where participants will have an opportunity to share their hopes, fears, and main challenges for their first year in post. The session aims to provide a safe space for participants to openly share with one another and discuss and identify solutions together.

#### **12.30 Lunch and networking**

#### **13.15 Key relationships and system working**

*Bimal Patel, Deputy CEO & Chief Finance Officer, North Middlesex University Hospital NHS Trust*

This session will explore the crucial role of the CFO in delivering healthcare value by ensuring effective working relationships with clinicians, focusing on, building rapport, having influence with clinicians, and the expectations of the CEO for the CFO as a member of the executive team. The session will cover the priorities for system working responsibilities during the first 12 months of the CFO's tenure. Providing insights into financial planning and analysis, budgeting, and forecasting, and the importance of working closely with clinicians to achieve successful outcomes.

#### **14.15 Key relationships – continued**

*Donna Kinnair, Non-Executive Director, and Dr Mohit Venkataram, Executive Commercial Director, East London NHS Foundation Trust*

Following on from the key relationship session, we will explore what is expected of a CFO from the perspectives of the Audit Chair and NEDs. Gaining an understanding of the expectations of these key stakeholders and strategies for building strong relationships through 1-2-1s. This will also look at the first 12-months of the role, learning about key areas of focus, including financial reporting, risk management, and strategic planning. Whilst highlighting the importance of understanding the organisation's culture and values

#### **15.00 Refreshments and networking**

**15.15 An ICS approach to reducing Health Inequalities – case study**

*Nicci Briggs, Chief Finance Officer, Cambridgeshire & Peterborough ICS*

This session will explore an example of an Integrated Care System successfully taking steps to tackle health inequalities across their locality. We will examine how the system invested in reducing inequalities in communities and the positive impact it had. We will also discuss the role, priorities, and challenges of the Chief Financial Officer in addressing health inequalities. This session will provide valuable insights and practical strategies that can be applied to your own organisation to promote health equity and reduce health disparities.

**16.00 Chair's closing remarks**

*Peter Ridley, Deputy CFO – Operational Finance, NHS England*

**16.15 Programme close**