

'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

17.45 Registration, drinks reception and networking

18.30 Panel discussion

- Hear first-hand from senior leaders on their expectations of you as a new Finance Director and what your priorities should be for the first 12 months
- Have your questions answered during 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

09.00 Registration and refreshments

09.30 Chairs welcome and introduction

09.40 Supporting our staff

- The One NHS Finance agenda and your role within this
- Looking at the longer-term model for working within NHS finance
- Exploring different hybrid working models (Communication challenges, ensuring all staff have the same opportunities and access to the senior team etc.)

10.40 Refreshments and networking

11.00 Equality, diversity, & inclusion 'in action'

- NHS Finance EDI Action plan
- your responsibilities and organisational aspects

- positive action with results case study from Airedale NHS FT

12.00 Lunch and networking

12.45 The first 12 months – your hopes, fears, and challenges discussed

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.

13.45 Refreshment break

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

- Real life example of ICS taking steps to successfully tackle health inequalities across their locality
- Investing as a system in reducing inequalities in communities
- Role, priorities, and challenges as CFO

14.45 Key relationships and system working

- CFO role of ensuring effective working relationships with clinicians to deliver healthcare value. Building rapport and having influence.
- Being a part of the executive team – expectations of CEO
- Priorities for system working responsibilities - first 12 months

15.45 Refreshments and networking

16.00 Key relationships – continued

- what is expected of you from Audit Chair and NEDs perspectives
- importance of relationship building and 1-2-1s
- what your priorities should be for first 12 months

16.40 Chair's closing remarks

16.45 Programme close