

## ACCELERATE! FINANCE LEADERS PROGRAMME

A two-day development programme aimed at deputy finance directors, or equivalent, who are aiming to progress to CFO positions in the near future. This programme aims to support participants in developing leadership skills and helping them to prepare for future applications to the National Finance Leaders Talent Pool and/or future CFO positions.

### PROGRAMME

#### **DAY ONE - Tuesday 12<sup>th</sup> September, The Wellington, London**

##### **09.30 Registration and refreshments**

##### **10.00 Welcome and introduction to programme**

*Edward John, Generis Consulting*

In this session, Edward will introduce the program and its aims of developing leadership skills and preparing for future application opportunities. To kick off the session, we'll engage in an ice breaker activity to get to know each other and understand why we've all decided to participate in this program.

##### **10.30 Explorative opener**

*Edward John, Generis Consulting*

During this session, we'll be focusing on self-reflection and career goal setting. You will have some time to reflect on the past 12 months and then dive into exploring what you hope to gain from this program. With a better understanding of your aspirations, we'll discuss the various opportunities available to you in your desired career path. By the end of the session, you'll have begun to think more broadly about your career options and the steps needed to achieve them.

##### **11.15 Refreshment break**

##### **11.45 The journey to CFO**

*Tim Glenn, Deputy Chief Executive and Chief Finance & Commercial Officer, Royal Papworth Hospital NHS Foundation Trust*

Tim will share his personal career story, along with valuable insights and tips on interview techniques based on their recent experiences. This will be an excellent opportunity to gain practical advice from someone who has successfully navigated the hiring process and will be a great opportunity to take away valuable insights to apply to your own career path.

##### **12.30 Planning for your progression**

*Edward John, Generis Consulting*

In this session, we'll focus on planning for career progression, specifically in the context of applying for talent pool or CFO positions. We'll provide insights into the application process

and what employers look for in successful candidates. We'll also cover the importance of creating a personal development plan and how to do so effectively. Additionally, we'll explore the benefits of feedback and how it can be used to support your career goals.

**13.15 Lunch and networking**

**14.00 CV Development**

*Edward John, Generis Consulting*

This session will be highly practical, so please ensure you bring a printed copy of your CV with you. Together, we'll work through a facilitated session that will focus on enhancing your CV and identifying key elements that should be included. You'll leave this session with a clearer understanding of how to make your CV stand out and effectively communicate your skills and experience to potential employers.

**15.15 Refreshment break**

**15.30 Expectations from the centre**

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

During this session, we'll delve into NHSE leadership expectations and priorities for success. We'll examine what it takes to prepare for leadership positions and identify the key characteristics of successful leaders. The One NHS Finance agenda and your role in achieving its objectives will also be discussed. Effective leadership involves supporting and nurturing your staff, and we'll explore the priorities for leaders in this area.

**16.10 Chairs closing remarks**

*Edward John, Generis Consulting*

**16.15 Day one close**

**19:00 Pre-dinner networking drinks**

**19:30 Networking dinner at The Queens Arms, London**

*Overnight accommodation provided at The Wellington and The Rochester, London.*

**DAY TWO – Wednesday 13<sup>th</sup> September, 110 Rochester Row, London**

**08.45 Registration and refreshments**

**09.00 Introduction and outline to day two**

*Edward John, Generis Consulting*

Edward will welcome you back and kick off the session with a group exercise designed to facilitate reflection on the learnings from day 1. This exercise will encourage you to share insights and key takeaways with your peers, fostering collaboration and peer learning.

**09.30 Your role is wider than finance**

*Mark Orchard, Chief Financial Officer, Portsmouth Hospitals University NHS Trust*

During this session, we'll explore the broader role of finance leaders, examining the priorities and influence of finance leaders and how they can effectively manage stakeholder relationships with the board, clinicians, and other departments. Effective finance leaders must be able to see the bigger picture and extend their reach beyond finance. We'll discuss strategies for achieving this and how it can benefit the organisation as a whole

**10.30 Refreshments and networking**

**10.50 Leading within system working**

*Helen Jameson, Finance Director, South West London ICB*

This session will focus on leading within a system, examining the impact of decision-making and the influence that leaders can have in this area. We'll also discuss the importance of key relationships, both internal and external, and how leaders can effectively manage these relationships to drive positive change. One of the key challenges facing healthcare leaders today is addressing health inequalities. We'll explore strategies for tackling this critical issue and discuss the role of finance leaders in promoting equity and fairness within the healthcare system.

**11.40 Equality, diversity, & inclusion 'in-action'**

*Lewisham and Greenwich NHS Trust*

As a leader, you have a crucial role to play in promoting EDI within your organisation, and we'll discuss the responsibilities that come with this. We will explore the NHS Finance EDI action plan and how it can be implemented within organisation to drive positive change. To illustrate best practices in EDI, we'll present a case study from XXXX, highlighting successful strategies and outcomes. By the end of this session, you'll have a better understanding of your role in promoting EDI as a leader and how to implement best practices in this critical area.

**12.40 Lunch and networking**

**13.30 Improving presentation and interview techniques**

*Edward John, Generis Consulting*

During this session, we'll split into groups of three to practice interview techniques. One person will be the interviewer, one will be the interviewee, and one will be the observer. Each person will rotate through these roles, allowing for practical experience and feedback from both peers and the facilitator. After each round, there will be a group discussion to highlight good practice and identify areas for improvement.

**14:30 Refreshments break**

**14:45 Talent pool**

*Lauren Gable, Director of Finance – Commercial, Essex Partnership University NHS Foundation Trust*

In this session, we'll hear from Lauren, who recently participated in the Talent Pool programme. Lauren will share the experience of the programme itself, including what it entailed and how it helped with development as a leader. This will include the application process, providing insights into how to sign up and what to expect throughout the process.

**15.45 Chairs closing remarks**

*Edward John, Generis Consulting*

**16.00 Programme close**