

Future People Leaders Programme

Sponsorship Requirements – Manager and Career Sponsor

On the application form for the programme, there is a section to be filled in by your line manager or CPO Sponsor. Your manager sponsor will support your application for the programme, confirm the funding and agree your business improvement project.

We are also pleased to confirm that you will have an opportunity to identify a career Sponsor to support you throughout your time on the programme and potentially beyond.

This guide is aimed at helping you make the best decision to choose your career Sponsor, so you know what to expect from your Sponsor and what they have been asked to do if they act as a Sponsor.

Your Sponsor will be an essential champion to you from the initial expression of interest in the Future People Leaders Programme throughout, hopefully, your participation on the programme, upon graduating from it and possibly beyond as you move forward on your future career.

Potential sponsors are receiving similar guidance to ensure they are aware of their responsibilities, and you are encouraged to seek commitment from your Sponsor as soon as possible.

As part of your application you are asked to discuss a business improvement project with your CPO. You may feel you would like your CPO to be your Sponsor for the duration of the programme, although you could also choose another senior colleague to fulfil this role.

What is the difference between a Mentor and a Sponsor

Mentor	Sponsor
Skill you up	Description
Talk with you	Talk about you
Buff up your confidence	Buffer you against risk
Focus is on development	Focus is on leverage
Nurture you	Advocate for you
Talk with you	Talk about you

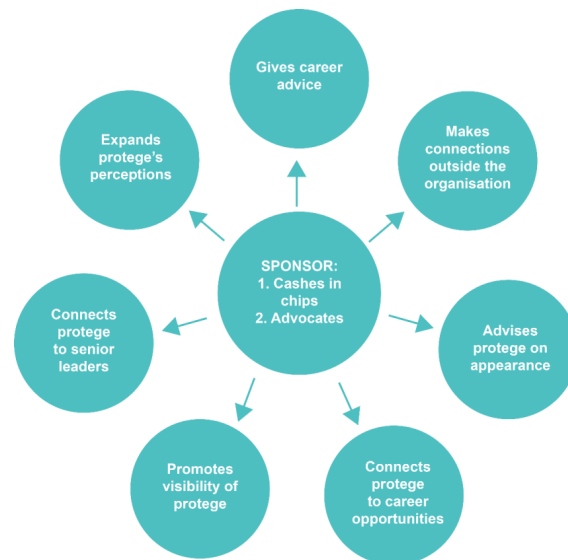
To get the most of your relationship with your Sponsor, it is vitally important that you are open and honest with them, to share things that are going well, and things you may be struggling with and how you can overcome any obstacles.

These are the things you can expect of your Sponsor -

- to believe in your potential and be prepared to 'go to bat' for you
- to champion you
- to protect you from harm or undue criticism, thus enabling you to be less risk averse.

Your sponsor has received the following information so you can see what you can expect from your sponsor.

Sponsor Roles and Responsibilities



Underpinned by four pillars of successful sponsorship:

- Trust
- Honesty
- Communication
- Commitment

These are the specific things your Sponsor has been asked to ensure throughout your developmental journey:

- ✓ be familiar with the Future People Leaders modular programme (three face-to-face sessions, action learning sets and follow-up activities)
- ✓ agree the parameters of the sponsorship relationship with your protégé eg availability, preferred communication channels, key dates, expectations, etc
- ✓ get to know what makes your protégé tick – strengths and weaknesses, values long term career goals, etc
- ✓ meet regularly with your protégé to review their progress and offer feedback
- ✓ be open to feedback from protégés on areas of mutual interest

- ✓ access the materials provided in the sponsorship toolkit as needed
- ✓ recommend and prepare your protégé for the complexities of new or high-risk, high reward assignment
- ✓ protect or defend your protégé from mistakes or in situations of high risk
- ✓ be willing and able to commit to the sponsorship relationship for approximately one year
- ✓ participate in the Future People Leaders Programme webinar and evaluation activities.