



Building healthier teams



More Than Just The Numbers

Supporting Workbook

**“I’m really passionate about developing our
staff and building leaders for the future.”**



 **See things first hand**

 **“Go out and spend time shadowing.”**

In this episode, Laura describes how she works hard to understand the pressures that clinical and operational teams are under. She does ‘walk-rounds’ of the areas in the Trust for which she provides Finance support, spending time with the Clinical Service Leads to really get to know what goes on. This ‘first-hand’ view helps Laura support the needs of the teams that she works closely with.



- Identify areas where you lack knowledge. This could be due to services you work alongside or within your own team.
- Allocate some time to shadowing, listening and understanding.
- Think about being ‘connected’ and building relationships which can be mutually supportive.




Notes and reflections: _____

Develop your bench


 “I worked on a programme which we called the **Aspiring Finance Business Partner Programme.**”

Laura recognises that her team can't just be good with numbers. They must have a more rounded skill set to support the teams they work with across the Trust fully. Working with the Leadership Engagement Team, Laura has developed a modular programme designed to develop the softer skills that her team requires so that when they qualify fully, they're all set.


-  Think about how well you know your team as individuals. What are their skills and strengths?
- The core skills of your team are probably solid. But what about the complementary skills required?
- What can you do to develop a team with rounded skills and future leaders?

 Notes and reflections:

Have faith in your team, and let them know it

 **“What makes me proud is when someone from the team has gone out and challenged themselves”**

Laura has been told she has a calm and grounded leadership style. This gives her team the confidence to take on new challenges and take some risks, safe in the knowledge that Laura is there to back them up. Laura is proud when her team takes on new challenges and loves seeing people develop their potential.

-  Think about how your team take on new challenges. How bold are they?
- Is there anything else you can do to ensure your team knows you're behind them?

 Notes and reflections:
