

Seeking Help from Your Sponsor Tool

Purpose

This tool is to help the co-leads understand how a sponsor is able to support their UBT.

Outcomes

When using this tool, co-leads will have guidelines to understand when it is appropriate and important to seek help from their sponsors.

Instructions

Review this document and use it as a guide for seeking help and direction from your UBT sponsors.





TOOL: When to Seek Help from Your Sponsor

When Seeking Clarity	<ul style="list-style-type: none"> • Ask your sponsor to meet with your UBT to help you communicate Kaiser Permanente/regional vision, business context and expected results. • Ask your sponsor to help you continuously communicate the “Case for Change” message. • Ask your sponsor to help you set key milestones and monitor progress. • Ask your sponsor to help you identify team gaps and support personal/professional development.
When Seeking to Remove Barriers	<ul style="list-style-type: none"> • Identify barriers that you as co-leads are unable to remove. Seek counsel from your sponsor on how to remove barriers or ask for his/her assistance to remove the barriers.
When Seeking Additional Consultation	<ul style="list-style-type: none"> • When in need of additional support resources, ask your sponsor to assist in obtaining consultation and to help you make use of UBT support specialists/subject matter experts.
When Seeking Additional Resources	<ul style="list-style-type: none"> • If needed, ask your sponsor to allocate sufficient resources to fund your improvement work. • Ask your sponsor to get team members performance improvement training if needed.
When Concerned about Performance Management	<ul style="list-style-type: none"> • Seek sponsor mentoring and advice regarding how to deal with difficult situations in team member performance or behavioral issues.
For Help with Reward and Recognition	<ul style="list-style-type: none"> • Seek sponsor mentoring and advice regarding questions of how to align reward and recognition systems to support the change and targeted performance improvement.