

UBT SPONSOR BASICS

What is a UBT Sponsor?

- » Sponsors are the go-to people for UBT co-leads and UBTs.
- » Sponsors provide resources guidance and oversight for teams.
- » Effective sponsorship is one of the most important ingredients for a high-performing unit-based team.

UBT Sponsors support teams by:

- » sharing leadership with a UBT co-sponsor and supporting the co-leads to do the same
- » coaching co-leads and UBT members by modeling partnership behaviors
- » helping the team identify and overcome barriers
- » understanding the team's reward systems and providing recognition
- » being responsible for signing off on their team's assessments
- » creating an environment for continued learning
- » Supporting performance improvement in UBTs by:
 - defining in-scope outcomes and milestones
 - identifying success and monitoring progress
 - and supporting the use of SMARTIE goals and the UBT Tracker



The Benefits of Being a Sponsor

- » Supporting teams and seeing success is rewarding.
- » Leverage tools to maximize and document the work you already are doing.
- » Build relationships by working with other leaders and departments to achieve goals.

Sponsor Best Practices:

- » Make it a priority to be involved.
- » Provide feedback and hold teams accountable for action plans.
- » Take time for face time.
- » Walk the floor with team members.
- » Attend in-person or virtual UBT meetings.
- » Ensure teams document their work regularly in UBT Tracker
- » **Want to learn more? [Click this link](#)** for more great tips from sponsors!



Check out the [“Unit-Based Teams Sponsor Handbook”](#) to review the fundamentals of successful sponsorship or to help onboard new UBT sponsors!