Seeking Help from Your Sponsor

PURPOSE

This tool is to help the co-leads understand how a sponsor is able to support their UBT. When using this tool, co-leads will have guidelines to understand when it is appropriate and important to seek help from their sponsors.

When to Use

Use this tool when trying to determine when and how to seek help from your sponsor based on your identified need.

Who Uses

Co-leads.

How to Use

Review this document and use it as a guide for seeking help and direction from your UBT sponsors based on the co-leads' self-identified needs.

When Seeking Clarity

- Ask your sponsor to meet with your UBT to help you communicate Kaiser Permanente and 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 and professional development.

When Seeking to Remove Barriers

- 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 or her assistance to remove the barriers.

When Seeking Additional Consultation

- 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 and subject-matter experts

When Seeking Additional Resources

- 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

- 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

- Seek sponsor mentoring and advice regarding questions of how to align reward and recognition systems to support the change and targeted performance improvement.