



WHEN TO SEEK HELP FROM YOUR CO-SPONSORS

LEVEL 3
TOOLS

Improving



PURPOSE:

This tool helps co-leads understand how co-sponsors can support their UBT and provides guidance on when it is appropriate and important to seek their help.

When to Use:

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

Who Uses:

Co-leads.

How to Use

Review the categories of support on the next page. Is one or more of these a fit for your current challenge? If so, reach out to your co-sponsor(s) for assistance.





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When Seeking Clarity

- Ask a co-sponsor to meet with your UBT to help you communicate UMMH's or the department's vision, business goals or context, and expected results.
- Ask a co-sponsor to help you communicate a specific need for a change that your UBT has selected.
- Ask a co-sponsor to help you set key milestones and monitor progress.
- Ask a co-sponsor to help you identify team gaps and support personal and professional development.

When Seeking to Remove Barriers

- Identify barriers that you and your co-lead are unable to remove. Seek counsel from one of your co-sponsors on how to remove barriers or ask for their assistance to remove the barriers. Co-sponsors can be especially helpful if you are trying to improve a process that falls across multiple departments.

When Seeking Additional Resources

- If needed, ask one or both of your co-sponsors to allocate resources to fund your improvement work.
- Ask one or both of your co-sponsors to get team members performance improvement training, if needed.

When Concerned about Performance Management

- Seek co-sponsor mentoring and advice regarding how to deal with difficult situations in team member performance or behavioral issues.

For Help with Reward & Recognition

- Seek co-sponsor mentoring and advice regarding how to align UMMH reward and recognition systems to support the changes you want to see in the department.