

Development opportunity

Share expertise: Champions

Champions are internal experts on a particular subject matter (e.g. dementia, end of life care, diabetes) who support the wider staff team to deliver best practice.



How it develops talent

Mentoring provides a forum for mentors and mentees to meet on a regular basis to engage in discussions which support self-development. They support individuals to move forward by taking ownership of the solution to a situation.

- grow confidence in the ability to support others to develop (potentially including internal training and assessment)
- strengthen communication skills and opportunities to engage with a wider group of internal / external contacts.

How to deliver it

- Decide the scope of the champion role (i.e. what's included, how long does it last)
- Select your champion based on both the needs of the business and their own interests and enthusiasm (e.g. 'they have a keen interest in activity provision')
- Look at other services and specialists you're connected with and link them to your new talent to help them grow their learning.
- Provide time for champions to learn their knowledge, skills and abilities (via engaging with specialists, training, research)
- Ensure a manager is responsible for supporting your champions to develop – providing supervision and enabling them to access learning.

Becoming a champion is a great way to motivate and develop staff. They took pride in their roles, they were autonomous, and in supervision they discussed what they had researched, and how they were going to share this with other staff.



Shirley Lough, Registered Manager, START

Go to www.skillsforcare.org.uk/developoptalent for more on 'Development opportunities'.