



# Aspire

## Delegate Sponsor Agreement

**What is the role of an Aspire delegate sponsor?**

**1. *Confirm suitability of the applicant***

Aspire is a challenging programme aimed at those individuals who are or aspire to be HR Business Managers; it requires quite a lot of personal time commitment in relation to essential reading and project development. Delegates should therefore discuss their suitability as a candidate with their potential sponsor.

The sponsor is required to confirm the suitability of the delegate as a candidate for the Aspire programme and may be contacted by the programme manager to verify candidate suitability before an individual is accepted onto Aspire.

**2. *Provide support to the applicant***

The sponsor should ideally be able to provide the following support to the delegate throughout the programme.

- Be a sounding board in relation to their action learning project and their reflection topics between modules
- To offer advice and support to help the delegate meet the challenging commitments of Aspire
- Give a personal perspective to support the delegate in pragmatically applying the learning back in the work place
- Be a sounding board and offer advice to the delegate in relation to the presentation they will deliver at the Celebration Day
- Show support by attending the Celebration Day and by giving evaluative feedback on the day itself

**3. *Attendance at the final Celebration Day***

The sponsor will be invited (and required) to attend the final Celebration Day both to demonstrate support for their delegate, as well as hearing the project presentations from the Aspire delegates.

### **Who would make a good sponsor?**

A good sponsor would ideally be a line manager or alternatively someone who has a positive working relationship with the delegate and who is in a position to offer advice and support, ideally from their own experience or background.

### **Will it be time intensive?**

The time commitment depends on how much support the delegate wants to receive and how much support the sponsor believes they can give, which would be an agreement between the sponsor and the delegate.

As a minimum the sponsor will need to be involved in the 360 degree review process prior to the programme start and be willing to attend the Celebration Day at the end of the programme.

Coaching support can also be offered to the delegate if the organisation is able to fund this additional service.

### **What is the application process?**

There is no application process for sponsors; there is however an application process for delegates who should seek the permission and commitment of the sponsor before completing their application.

### **I accept and agree the commitment required as an Aspire Delegate Sponsor:**

Name:

Job Title:

Organisation:

Contact email and phone:

Delegate Name:

**I will be attending the Aspire Celebration Day on: [date]**

Signature:

Date: