

## Questions for current management trainees

Tomos Williams

**Please list what meetings and forums you were involved in during your placement and how useful these were:**

- Divisional Performance Reviews – Particularly interesting to see the various functions within the organisation interacting together to contribute to the understanding and improving of services
- Budget Meetings – Budget meetings were particularly beneficial to getting to understand the services at a more functional level – not only is it highly pertinent during these financially challenging times but is also a good way of getting to know people outside your direct line of work
- In-Touch – This is a monthly forum where senior management will discuss the challenges and successes of the organisation with the opportunity to pose questions. This is a highly informative forum and is particularly beneficial for getting an understanding of the wider organisation as opposed to just the functions that you work in.

**What top tips would you recommend to prepare trainees for their HHFT placement?**

I would recommend that any new trainees to HHFT research the successes and challenges faced by the Trust. This is particularly beneficial early on for when you are invited to meetings on relatively

alien subject matters. It can often be difficult to keep up with the pace of conversations without this insight.

Be prepared to ask questions – the simpler the better. There is no expectation on a trainee to have a wealth of knowledge and experience of the health service, the expectation is that a trainee will be proactive and gain this knowledge and experience.

Have a good network of people to talk to – whether fellow trainees; ex-trainees, or placement and programme managers. I have yet to meet a trainee who hasn't experienced at least a few bad days on the scheme and these networks will help you get through those difficult days.

Ensure that you are getting what you need out of the Action Learning Sets as well – this is protected time dedicated specifically for trainees to help overcome any challenges that they face or to maximise their opportunities.

It's also worth remembering that you are privileged with the experiences that you will gain on your placement – particularly during orientation. You will have exposure to people and experiences that others simply do not – share those experiences.

Make the most of your placement – it's frightening how quickly the time goes by! Enjoy!