

*The Society of Radiographers will use mentors' details for purposes associated with the Leadership Mentoring Scheme, such as education, the administration of events, research, promotion and fundraising. Our lawful basis for processing your information is to manage your involvement in the scheme and fulfil our legitimate interest as a professional body. Some of your information will be shared with the College of Radiographers. We will retain all information you submit for the duration of the mentoring scheme. Thereafter, your information will be retained as verification of your involvement and for reference in relation to the Leadership Mentoring Scheme. For detailed information about how we use your information please see the [SoR Privacy Policy](#)*

## Mentor Profile

This form is used to gather demographic information about mentors involved in the Society of Radiographers Leadership Mentoring Scheme (LMS).

Please indicate if you are happy for this information to be included on the Society of Radiographers' LMS web page and/or to be used anonymously for the evaluation of this scheme (section 6).

### 1. Personal information

a) Title, first name and surname:

Mrs Paula Brown

b) Geographic region:

East Midlands

c) Contact details (please indicate your preferred way to be contacted):

paula.brown@ulh.nhs.uk

### 2. Workplace information

a) Name of workplace:

Radiotherapy Department, Lincoln County Hospital

b) Position:

Radiotherapy Services Manager

### 3. Professional background and mentoring experience

a) Qualifications (professional and/or academic) and field of study:

BSc(hons) Radiotherapy, ISO 9001 Advanced lead auditor, EGA Masters in healthcare leadership, mental health first aider

b) Area(s) of expertise in leadership/management:

Impact and influence, motivation, QI Change, People management/HR processes

c) Mentoring experience. This can be formal or informal. In what capacity was mentoring delivered? (e.g. personal tutor, career advisor, clinical supervisor, PhD supervisor):

All informal: Clinical supervisor for MSc modules, Careers support for staff, Student mentor, Mentor for mental health support.

#### 4. Mentorship scheme expectations

- a) What do you wish to achieve through your participation in this mentoring scheme?

To pass on tips and knowledge to aid with succession planning for the future of the profession to ensure that the future leaders are well prepared and confident in the roles they apply for.

- b) What are your expectations from your mentee in this scheme?

To be curious, enthusiastic, questioning and willing to go outside of their comfort zone to achieve their goals.

#### 5. Use of information

Do you agree to your information being included on the Society of radiographers' LMS web page?

Yes

Do you agree to your information being used (anonymously) to evaluate and promote this scheme?

Yes

#### 6. Compatible outcomes

Please use the table below to indicate which outcomes you feel confident mentoring. Feel free to add outcomes that you are confident mentoring that are not captured in this table.

Example Outcome	Mentor Skill	Mentor Comments
Secure a high-level leadership role, e.g. Radiology/Radiotherapy Service Manager or AHP leadership role	x	
Increased confidence	x	
Develop a personal leadership plan		
Prepare and deliver a presentation to a board		

<b>Work shadowing a senior radiology service manager</b>		
<b>Update CV/write an impactful personal statement or supporting statement</b>	X	
<b>Submit an application for a higher leadership post</b>	X	
<b>Preparing a business case</b>		
<b>Enhanced communication and negotiating skills</b>	X	
<b>Better understanding of department organisational structure and wider healthcare arena</b>	X	
<b>Better understanding and awareness of regional and national issues</b>		
<b>Managing, interpreting and understanding finances/budgets</b>		
<b>Utilising data for reports</b>		
<b>Evaluating training and development needs for a specified modality</b>	X	
<b>Workforce planning methodology</b>		
<b>Risk management</b>		
<b>Empowering others</b>	X	

<b>Effective networking</b>	x	
<b>Vision setting</b>		
<b>Professional leadership</b>	x	