

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:

Karen Glencross

b) Geographic region:

South Yorkshire

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

Radiology Management Suite, 14 Claremont Crescent, Sheffield, S10 2TA

Karen.glencross1@nhs.net

(preferred way to be contacted)

2. Workplace information

a) Name of workplace:

Sheffield Teaching Hospitals NHS Foundation Trust

b) Position:

Medical Imaging Manager

3. Professional background and mentoring experience

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

Post graduate certificate in Mammographic Studies 2006
Higher Diploma of the College of Radiographers 1988-1991
Certificate of Competence in Mammography 1990
Diploma of the College of Radiographers 1982

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

I am currently responsible for the operational management support of all Medical Imaging to ensure safe, efficient & cost-effective service delivery and provides overall leadership support to around 400 clinical, technical, administrative and support staff. Medical Imaging are accredited under QSI.

I have introduced secondments for advanced and clinical practice roles and am passionate about developing interesting career pathways across imaging to allow staff to reach their full potential.

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):

Line manager for imaging modality managers, clinical specialist, advanced practitioners and operational managers within medical imaging.

4. Mentorship scheme expectations

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

As I approach retirement, I would like to encourage the personal and professional development of future radiography leaders. I hope by fostering positive relationships with mentees and being able to support them with the challenges they are facing I will also learn from them. I think the scheme will improve my understanding of the younger generation and be mutually beneficial in developing network and communication skills.

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

That they are proactive, positive and engaged with the scheme. They should be open to feedback and willing to collaborate on ideas and suggestions. It would be helpful if they had a goal or challenge in mind.

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	Have supported and recruited applicants for these roles, although depends upon whether such posts are available.
Increased confidence	x	
Develop a personal leadership plan	x	Experience of appraisal process and PDPs
Prepare and deliver a presentation to a board	x	
Work shadowing a senior radiology service manager	x	Would be able to arrange shadowing opportunity
Update CV/write an impactful personal statement or supporting statement	x	
Submit an application for a higher leadership post	x	
Preparing a business case	x	
Enhanced communication and negotiating skills	x	
Better understanding of department organisational structure and wider healthcare arena	x	
Better understanding and awareness of regional and national issues	x	

Managing, interpreting and understanding finances/budgets	X	
Utilising data for reports	X	
Evaluating training and development needs for a specified modality	X	
Workforce planning methodology	X	
Risk management	X	
Empowering others	X	
Effective networking	X	
Vision setting	X	
Professional leadership	X	