

Pilot Leadership Mentoring Scheme



SoR

THE SOCIETY OF
RADIOGRAPHERS

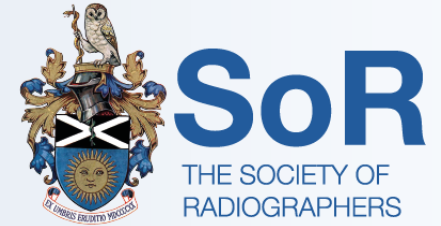
Celebratory Closing Event

UKIO 2023

Alexandra Lipton



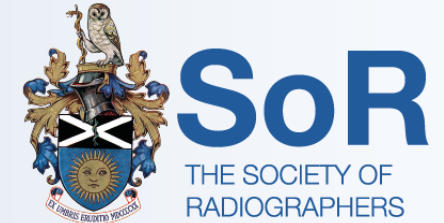
Scheme Aims



- To develop mentoring skills in a group of volunteer senior managers and current leaders from within the profession (mentors)
- To support a cohort of radiographers (mentees) to develop the confidence and skills to pursue leadership and management roles within the profession
- To evaluate the feasibility of rolling out a similar scheme to the wider membership to support and develop leadership and management skills within the wider radiographic workforce.



Overview



**SoR Pilot Leadership Mentoring Scheme**
Increasing leadership skills across the UK

**SoR 100 YEARS**
THE SOCIETY OF RADIOGRAPHERS

Are you interested in developing your leadership skills?

Would you like to be mentored by accomplished radiographers in leadership roles?

If you are eligible and interested **APPLY NOW** for the Society of Radiographers mentorship scheme

Eligibility Criteria



You are currently working within diagnostic imaging or therapeutic radiography



You are a SoR member based in the UK



With a level of autonomy, decision making, management of a team or lead of a service



You want to pursue a senior leadership position in radiography

Mentee Benefits

01 You will receive **1:1 leadership mentoring** by an experienced leader within our profession

02 You will develop your **leadership skills, career and confidence**

03 You will receive invitations to **dedicated training** and **networking events** both onsite and online, with **travel and accommodation covered by the SoR**

How to Apply

Read the **applicant guidance** and complete the **application form** which must include:

- Your **work experience** (modalities, clinical sites, years post qualification)
- Your **leadership experience** (details of current role and courses undertaken)
- What you are **looking to gain** from the scheme
- **Supporting statement** from current service manager (circa 250 words)
- **Deadline** for applications: **Friday 27th May 2022** at 12 noon

Your first training session will be on Wednesday 22 June.
Please ensure you are available that day before applying.

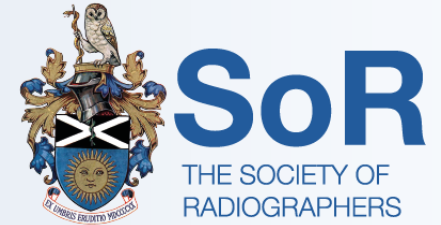
To request the application form and guidance doc, email pande@sor.org

- Launch Event June 2022
- SoR Project Team
- Steering Group
- 10 Mentor/Mentee pairings
- Formal Training by Coach Mentoring
- Handbook/ Web Resources/Synapse Forum
- Mid Point Networking Event
- Scheme Close June 2023
- Evaluation and Publication forthcoming



Activity	Dates
Application and Selection Process	27th May- June 14th 2022
Mentor Training virtual	21st June 2022
Mentee training virtual	22nd June 2022
Launch event	27th June 2022
Contract forms completed and returned	29th July 2022
1st evaluation forms submitted	November 2022
1st progress report	January 23
face to face networking and training event SoR HQ	21st February 2023
2nd evaluation forms	Fri 31st March 2023
2nd progress report	April 2023
3rd evaluation forms	May 31st 2023
Final Networking Event /feedback event	Tuesday 6th June 2-23 UKIO
Project evaluation/analysis and report	July- August 2023
Publications	September 2023

Training and Resources



Coach Mentoring

Initial Training Webinar

How to be a skilled mentee

Growth mindset

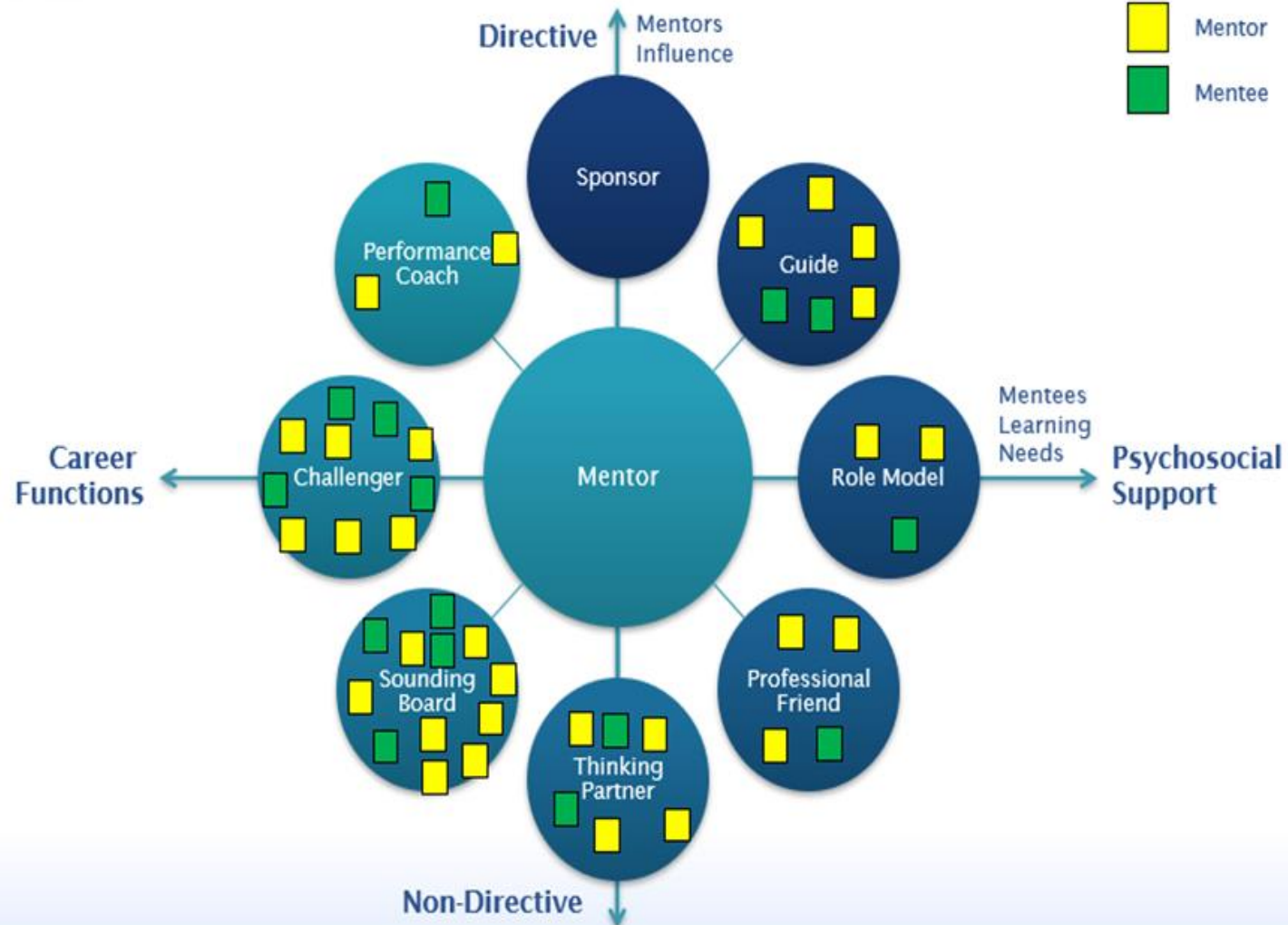
Listening Skills

How to get more out of your mentoring relationship

Guide to effective Mentoring



The roles of a mentor



I have a new confidence in the abilities that I can undertake as a leader and feel comfortable in my role

My evolving relationship with my mentee has allowed me to reflect on the challenges at a local service level and consider what wider support may be useful to develop our leaders of the future from a national perspective.

As we were focussing on interviews and promotion I felt that there was useful advice that I could offer as I have a lot of experience in this area.

My mentor has allowed me to grow as a leader, suggesting techniques and introducing theories to explore and implement into my role:

Mentor/Mentee Reflections



Mentor Perspective – The halfway mark my experiences so far:

Before

- Caution – can we establish the relationship sufficient to build the necessary trust?
- Establishing the best way to connect with each other.
- Chatham house rules & impartiality.

During – Initial thoughts

- Understanding Mentee's professional practice aspirations.
- Harmonising Mentee aspirations to explore potential career trajectory.
- Drawing out personal value sets to discover alignment with potential organisations.
- Provision of a “sounding board” capacity.

After 6 months...

- Trust established.
- Critical friend – safe space & challenges.
- Perspective taking drives enablement.
- Exploring different career directions.



Mentee Perspective – The halfway mark my experiences so far:

Before

- Apprehension- not knowing what to expect.
- Unfamiliar relationship – serious & sensitive topics, unsure how I would react to this.
- Would I get the most benefit from this if I was the barrier?
- Something new but unfamiliar territory.

During – Initial thoughts

- Instant connection with partnership.
- Relief – somebody that understood me both personally & professionally.
- Impartial view is available – gives a different perspective, highlights awareness.
- Time to unload / reflect.

After 6 months...

- Somebody to push and motivate me.
- Learned lots about self-awareness.
- Thought a about where I want to go.
- Sought advice & moral support.

Mentee Reflections at Project End:

“I'm very appreciative of the experiences and mentorship that I've had throughout the programme. The whole experience has been positive and beneficial to my personal and professional development. I honestly don't think I could have been paired with a better mentor, and I really think that was a key element to ensuring everyone got the most out of the programme.

It's been a great opportunity to be guided and steered by a valued professional in the radiography sector and has really helped decide my future career path. I really needed that additional support from somebody that not only knew about radiography but also knew about leadership. Penny has been an amazing support and I'm really proud of my achievements and the opportunity to participate in this programme.”



Mentor Perspective at Project End:

- Learning Opportunities -Further honing own Leadership and Communication Skills.
- Build a stronger, more diverse professional network.
- In Mentoring, Learning Goes Both Ways – reverse mentoring moments!
- **Altruism Is Its Own Reward – Passing The Baton....**



My Journey as a Mentee

Sarah Eades Formally Clinical Governance & Quality lead Radiographer



The WHYs

- Newish Role
- Wanting direction
- Frustration breaking that barrier to Management
- Networking
- Exploring my own values and challenging myself



The How's

- Exploring my role and where I fit
- My ambitions
- Build maps
- Looked at all the what if's
- Creative ways of thinking

The what Next

- Skills to approach things differently
- More ambitious
- More aware of what I actual want
- Side projects- Shared work force, Improved relationships and other opportunities
- Side by side I started my own journey as a Mentor.



Pilot Leadership Mentoring Scheme

Elizabeth Ladd



Reflections



Objectives



Structure of sessions – face to face & online



Content of sessions – kept fluid, mentee lead, based on themes emerging from the workplace but reflect on objectives



Areas of strength and those for growth



Resources & strategies

“Being part of the Pilot Leadership Mentoring Scheme has been invaluable to me... Having access to SOR resources through the Synapse workspace, networking with others through the PLMS, and meetings with my mentor have supported my performance at work and helped me to tackle objectives set as part of the scheme.”

“On a personal level I have really enjoyed the opportunity to act as a mentor. I have found that I have adapted my approach to mentoring and have tried different techniques that I have not previously used. This combined with the feedback that I have received from my mentee has helped me to refine my style and try to adopt the right approach for different scenarios.”



“Meetings with my mentor are a safe space to explore challenges, ideas, feelings and situations I have encountered.”

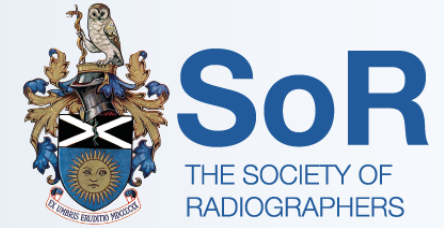


Clare Hartill

Head of Radiotherapy



Mentor & Mentee



- **25 years in RT, 3.5 years as a Head of Service**
 - Lack of comprehensive leadership training/ exposure for clinical staff
 - Not always obvious mentors where you work
- **19 years in RT**
 - Worked in UK for several years
 - Head of department in SA
 - Currently in private RT centre, B6
 - Wanted to move into the NHS for a leadership position



Process



NHS
Leadership
position



Process



Realistic goals

NHS
Leadership
position



Process

Realistic goals

Learning
about the
NHS

Job
application
preparation

Interview
practice

Looked at job
vacancies and
applied for jobs

NHS
Leadership
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Senior position
in PP

Head of PP
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NHS
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LIFE

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Leadership
position



Process

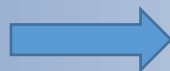
Realistic goals

Learning
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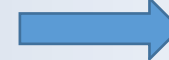
Job
application
preparation

Interview
practice

Looked at job
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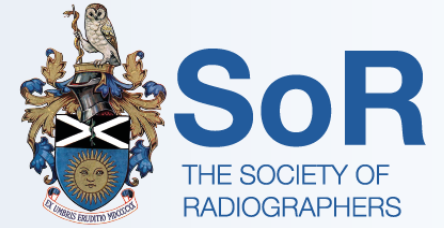
Agency work
in NHS dept



NHS
Leadership
position



The Experience



- **Mentor**

- Learning and sharing experience

- **Mentee**

- Listening ear to both personal and professional issues
- Guidance and support
- Opened her mind to possibilities she had not considered
- Confidence to make changes



Acknowledgments

Steering Group	Mentors	Mentees	Project Team /Training
Dr Rachel Harris	Clare Hartill	Kgomotso Botsi	Coach Mentoring
Shelley Whittington	David White	Sarah Eades	Clare Leeson
Dr Christina Malamateniou	Elizabeth Ladd	Emma Smith	Corinne Thomas
Karen Smith	Jill Mckenna	Charlotte Smith	Formal Radiography Research Mentoring (FoRRM)
Paula Horne	Penny Owens	Hannah Scragg	
Alison Hewitt	Julie Somers	Sherveen Wells	
	Kim Robertson	Jessica Webb	





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Thank you

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Project Lead