

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:

Dr Christine Heales

b) Geographic region:

South West

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

2. Workplace information

a) Name of workplace:

University of Exeter

b) Position:

Deputy Head of Department, Department of Health and Care Professions

Head of Medical Imaging

Senior Lecturer

3. Professional background and mentoring experience

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

PgC and Open Module MRI reporting (head and spine)

PhD Physics

PgC Academic Practice

PgC MRI

MSc Medical Imaging

DCR(R)

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

I'm currently in a leadership role within the Department of Health and Care Professions at the University of Exeter. Before that I was the Principal Radiographer of a busy MRI department for a few years, which built on prior experience of being a Deputy Superintendent Radiographer of a scanning centre, and various Senior Radiographer roles.

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):

Within my current role at the University, I undertake a variety of mentoring activities including mentoring colleagues new to university life, or who are coming into departmental or educational leadership roles. I also undertake personal tutoring, project supervision, and support post-graduate students on their PhDs / Doctorates.

Within clinical roles I've mentored colleagues new to the department, or new to modality leadership roles elsewhere in the Imaging Department, as well as providing clinical supervision of radiographers new to MRI and student radiographers.

4. Mentorship scheme expectations

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

I found the learning curve when I moved into my leadership role within the MRI department to be very steep but ultimately, I found the role very rewarding. I'd therefore like to be able to utilise my experiences to be able to support other radiographers interested in, or within, leadership roles. I do believe leadership is a skill that can be developed to the benefit of radiographers as well as patients and service users. I would really appreciate the opportunity to be able to mentor individuals who are going to be part of our next generation of radiography leaders.

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

I'd like the mentee to understand the nature of the mentoring relationship including scope and boundaries, and to have a clear idea of what outcome(s) they'd like to achieve from the mentoring relationship. I'd also like them to be proactive e.g., by thinking about topics for discussion. I'd also encourage them to be open and honest for example if our pairing as mentor and mentee isn't being effective and / or beneficial for them.

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	Some experience	Have some experience of supporting colleagues in achieving these goals
Increased confidence	Yes	I teach emotional intelligence and am comfortable with discussing approaches to managing confidence / imposter syndrome etc.
Develop a personal leadership plan	Yes	I have experience of supporting others with gap analysis and identifying learning needs
Prepare and deliver a presentation to a board	Yes	I have experience of presenting in the NHS and via the University
Work shadowing a senior radiology service manager	Yes	I would be able to make some suggestions for facilitating this
Update CV/write an impactful personal statement or supporting statement	Yes	I regularly sit on recruitment panels for a range of role types
Submit an application for a higher leadership post	Some experience	I regularly sit on recruitment panels for a range of role types, the more senior roles have been via the University
Preparing a business case	Some experience	I have experience of writing business cases but the financial information was added by the finance team, so I am better able to support the development of the skills to write the rationale / argument for the case.
Enhanced communication and negotiating skills	Some experience	Based on my own experiences in the workplace in a variety of roles and contexts.

Better understanding of department organisational structure and wider healthcare arena	Some experience	This would be based on my own experiences, but I am mindful that the healthcare landscape continues to change since I left clinical practice.
Better understanding and awareness of regional and national issues	Some experience	This would be based on my own experiences, but I am mindful that the healthcare landscape continues to change since I left clinical practice.
Managing, interpreting and understanding finances/budgets	No	
Utilising data for reports	Some experience	This is mostly related to using data for audits, service evaluation, business case development, service improvement as well as waiting list data / management.
Evaluating training and development needs for a specified modality	Yes	I've set up schemes for MRI departments including Assistant and Advanced Practice roles.
Workforce planning methodology	Some experience	I have undertaken this for my own department when working in MRI, but my experiences may not be universally applicable.
Risk management	Some experience	I was responsible for risk management and incident management when working in MRI.
Empowering others	Yes	I have some experience of coaching conversations.
Effective networking	Some experience	I am aware of some opportunities that are available for networking
Vision setting	Some experience	I had a clear vision for my MRI department in terms of introducing advanced practice roles, likewise for the degree apprentice programmes at the University but am unclear

		how transferable this might be.
Professional leadership	Some experience	I was professional lead for the MRI department and am now the lead for Medical Imaging at the University.