

*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:

Penny Owens

b) Geographic region:

Midlands

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

penny.owens@nhs.net

### 2. Workplace information

a) Name of workplace:

University Hospitals Of Derby and Burton NHS FT.

b) Position:

Specialist Advisor

### 3. Professional background and mentoring experience

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

FCR, MSc (public sector management – university of Aston Business school) , HDCR, DRNI, Clinical Instructors cert. Trust mentor training, Trust coaching training.

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

Corporate level experience in regard to the following areas: management of change, leadership development, quality & governance, leading across boundaries in both NHS and Independent Healthcare sector environments..

- 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):

MSc mentoring, career advisory experience within radiography and across the other AH and nursing professions. Currently provide a wide range of mentoring and coaching within the NHS and Independent healthcare sector organisations for aspiring and incumbent leaders programmes.

#### 4. Mentorship scheme expectations

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

The satisfaction of passing the baton to the next generation of healthcare leaders.

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

That the mentee wishes to use the programme for support and development. This would be demonstrated by commitment to the programme and completing the cycle.

#### 5. Use of information

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

Choose an item.

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

Choose an item.

#### 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
<b>Secure a high-level leadership role, e.g. Radiology/Radiotherapy Service Manager or AHP leadership role</b>	Yes	Personal experience in these roles enable me to be confident to support development in these areas.
<b>Increased confidence</b>	Yes	Useful for mentee to keep a reflective diary to monitor personal growth which underpins confidence.
<b>Develop a personal leadership plan</b>	Yes	

<b>Prepare and deliver a presentation to a board</b>	Yes	Experience of Board level papers, Business cases and presentations
<b>Work shadowing a senior radiology service manager</b>	No	I am Retired and no longer in a radiology Managers post.
<b>Update CV/write an impactful personal statement or supporting statement</b>	Yes	Able to provide advice
<b>Submit an application for a higher leadership post</b>	Yes	Understanding the landscape associated with these roles supports successful applications.
<b>Preparing a business case</b>	Yes	I have written many within different organisations.
<b>Enhanced communication and negotiating skills</b>	Yes	Experience of organisational change management usefully underpins this skillset.
<b>Better understanding of department organisational structure and wider healthcare arena</b>	Yes	Understanding the strategic organisational landscape.
<b>Better understanding and awareness of regional and national issues</b>	Yes	
<b>Managing, interpreting and understanding finances/budgets</b>	Yes	Happy to talk it through however the mentee would be better to spend a half day working with their financial management accountant to understand the background first.
<b>Utilising data for reports</b>	Yes	
<b>Evaluating training and development needs for a specified modality</b>	Yes	Construction of a Training Needs Analysis.
<b>Workforce planning methodology</b>	Yes	Job Planning, Safe staffing level service planning methods.

<b>Risk management</b>	Yes	Understanding how this works within the wider Governance systems in order to identify Risks and service improvements.
<b>Empowering others</b>	Yes	
<b>Effective networking</b>	Yes	
<b>Vision setting</b>	Yes	Fundamental skillset required for leading Teams.
<b>Professional leadership</b>	Yes	Developing others is a professional responsibility and something that is part of the fabric of leadership .