

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

1. Personal information

a) Title, first name and surname:

Mrs Kerry Anne Mills

b) Geographic region:

National level of employment but Southwest home based.

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

Email Kerry.mills25@nhs.net or mobile 07807011530

2. Workplace information

a) Name of workplace:

Workforce, Training and Education Directorate, NHS England

b) Position:

National Programme Lead – Cancer and Diagnostics

3. Professional background and mentoring experience

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

BSc (hons) Diagnostic Radiography

ILM level 3 Leadership and management

PgCert Emergency Care Practitioner

PgCert Teaching and Learning in Higher Education

MSc Professional Development

Professional Doctorate (Health and Social care) – 2nd year of study

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

- Provide clinical & professional leadership to education and training policy, regulations, standards, reform and delivery.

- Regional and National leadership experience
- Capable of leading transformational change outside of own organisation to generate successful outcomes across systems.
- Highly skilled communicator at all levels and for all audiences able to provide and receive, convey and present highly complex and potentially contentious information to large groups, responding to questions to ensure full understanding and engagement.
- Expert influencer.
- Successful negotiator displaying high levels of political astuteness to achieve outcomes in difficult and contentious situations.
- Capable of effective strategic planning over medium to long term timeframes adjusting and planning resourcing accordingly.
- Demonstrable experience in decision making in complex environments across a range of national initiatives and programmes.
- Knowledge of central government, especially the Department of Health, Royal Colleges and other ALBs, as the levers of influence and decision making.
- Knowledge of NHSE decision and governance procedures both nationally and at local level

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):

Local level as a clinical practice educator – informal and formal

Academic level as a personal tutor – informal and formal

National level as a line manager – informal and formal

4. Mentorship scheme expectations

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

To develop my own skills as a mentor

To support others leadership ambitions through my own experiences and insight

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

Trust, respect, integrity, authenticity, and a genuine interest in their own leadership development

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 | Able to provide increased understanding of complex levers, networks and policies at a regional and national level |
| Increased confidence | x | Feel confident supporting this element |
| Develop a personal leadership plan | x | |
| Prepare and deliver a presentation to a board | x | |
| Work shadowing a senior radiology service manager | | |
| Update CV/write an impactful personal statement or supporting statement | x | |
| Submit an application for a higher leadership post | x | |
| Preparing a business case | | |
| 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 | Can do this but my experience has been solely around training and education investment and not performance or service delivery elements |
| Utilising data for reports | | |
| Evaluating training and development needs for a specified modality | x | This would be more at a strategic level rather than at an granular academic level in terms of curricula development |
| Workforce planning methodology | x | Mainly around education and training establishment rather than workforce skill mix |
| Risk management | | |
| Empowering others | x | |
| Effective networking | x | |
| Vision setting | | |
| Professional leadership | x | |