



Required Competencies

NAME: Dorothy Bennett
Evidence of leadership in the MRT profession
With CAMRT through committee or task group work:
<ul style="list-style-type: none"> • CAMRT Board of Directors representative for NL (present) • CAMRT nominating Committee (present) • CAMRT committee member to establish guidelines for IEMRTs entering our profession. (past) • CAMRT Foundation Committee member (present) • CAMRT Awards committee member (past)
With a Provincial Organization through service on their board or committees:
<ul style="list-style-type: none"> • President of the Newfoundland and Labrador Association of Medical Radiation Technologists. In September 2009, I assumed the role of President of our Professional association, NLAMRT. While in this role I had been involved in many Leadership, Diversity in the workplace, as well as Strategic planning workshops. I was very proud to have been a member of both The Diagnostics Health Workforce Network and The Advisory Council Committee for Medical Radiography and Ultrasonography. I held this position for two terms. • 2016-2017 Executive member of NLAMRT <ul style="list-style-type: none"> ○ Representative for radiography • 2017 Acting Vice President NLAMRT
Other significant involvement with the profession:
I was instrumental in establishing a scope of practice as well as a new academic program for the CLXT group in NL

Advocate and champion for technologists to increase their scope of practice and to become known as a large part of the health care team.

Evidence of personal characteristics

Being an effective team player:

Implementation of the PICC line team in our Department.
NLAMRT Mentoring award. For excellence in teaching and education of students and colleagues.
Part of the Diagnostic Imaging Management team. I am one of eight managers that work together to provide optimal services to the Eastern Health Region of NL.
I like to seek opportunities to work collaboratively with other groups for quality improvement. I encourage teamwork among my staff as a basis of delivering quality service. I believe that this would be a great quality to have at the CAMRT board table and to our members.

Demonstrating mature confidence:

Accepts constructive feedback and strives to incorporate that in all future decisions. I readily seek opportunities for improvement and I am very receptive to change.
Even though I am secure in my knowledge and skills, I am realistic to always think of myself as a student, open to learning every day, for that is the only mature way to maintain the balance between my strengths and my weaknesses. In my leadership courses, I have learned what my strengths and weaknesses are and how important it is to be able to ask for help as well as help support others when needed.
I see every occasion as an opportunity to learn and enhance the quality of my own knowledge and sharpen my skills. I am secure enough to want to keep growing through practice and learning. I invite feedback and try to learn from it. I do not take all the credit for accomplishments, but rather share it with everyone involved. I don't believe in being over confident.

Using informed judgment:

As a manager of a very large Imaging department, it's essential to be very strategic in all my decisions.
There is a lot of collaboration with individuals as well as groups and organizations. I have learned to make decisions only after I have gathered information from or heard from everyone involved.
I believe in making decisions based on the information and not on my beliefs, and also having the best interest of the program in mind.
I tend to gather all the facts and then make a decision that best suits the program as well as all the staff.

Being able to listen to and weigh different points of view:

I've done many leadership courses that have taught me how important it is to have good listening skills. Change management is a big part of my job and it's really important to listen to the experts in the field. It is always beneficial to listen to others and different sides of a situation before making a final decision. Gathering information from the experts in the field is a very important part of any decision.
Working front line as well as management gives me different perspectives on issues.

Having a record of integrity/respect:

Integrity and respect are two of the most important tools that a person can possess. I believe that you have to show respect to receive respect in return.
I believe that I am engaged with the staff in my program as well as the members in our association. Through the years as NLAMRT president and now as a manager, I think that I have proven to be an advocate for our members. I am very approachable and if I don't know the answer, I will find out and report back. It is very important to follow up and to follow through on my commitments.
I believe that it is important to give others the opportunity to participate, to give their input and listen to their suggestions.
I believe that in my position as a manager, it is vital that I treat everyone the same. Even as a previous union executive, I was always fair and consistent to both sides of the bargaining table.

Evidence of connection with members, preferably from several disciplines

I feel that as President of NLAMRT for two terms really gave me a connection to all members in the province. I really learned a lot regarding all the disciplines and the different modalities within my membership. It was great to learn new things and the work that other MRTs do within the membership and the organization. It gave me insight on how we are all connected in a patient's journey through our program in their diagnosis as well as their prognosis.
I feel that my time as a member on the CAMRT board of Directors gave me a connection with members across the country. It enlightened me on practice across disciplines in other places and it enabled the opportunity to share experiences and learn from each other. As a manager, I have different disciplines in my portfolio, which keeps me connected with these members as well as up to date practice in these disciplines.

What other knowledge, competency or expertise do you have that you feel would be beneficial as a board member? For example (could include but is not limited to):

- Advocacy
- Advanced Practice
- Imaging informatics
- International network with MRTs and affiliated societies (ASRT, ISRRT, SCOR...)
- Linkages/affiliation with key stakeholders
- Research engagement
- Financial oversight
- Strategic planning
- Policy development
- Involvement in new/emerging technologies
- Sonography
- Proficiency in Canada's two official languages
- Human resources management

I developed Standard Operating Procedures that could be used regionally within all Eastern Health. I continue to work with the Quality safety manager as well as other members of the management team to change and create new policies to improve quality and safety in our workplace. In 2015, I played an instrumental role as part of a PICC line implementation Team, which has proven to be a great success, earning us a nomination for the CEO award. This has set the foundation for technologists to increase their scopes of practice

I have also been a Board member for several sports associations in my community. I initiated new programs, developed new policies, revised old policies, and updated by-laws. I was part of a team that made important decisions for the operation of the club.

My previous job was a Lead Technologist role. This position often involved many Supervisory duties. This role definitely demanded leadership abilities, interpersonal and teambuilding skills. The role often required teaching and speaking to a variety of groups.

I was responsible for Quality assurance in my department as well as other departments in the hospital. I ensured that all employees were given the proper training needed to be a knowledgeable, productive, and a safe member of our team.

As a manager, I have budgeting responsibilities which gives me a financial oversight of my department. I work very closely with our Human resources department on all HR issues regarding my department. I have 43 direct reports that I have to manage, including the Sonography department.