

Promontory

July 2023 Issue 5

COACHING

&



MENTORING



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President's Message



Written by
MS. DENISE CHOONG,
PRESIDENT

When we hear the words "mentor" and "mentee", many of us shy away from this concept or may even automatically exclude ourselves from the possibility of mentoring someone or being a mentee, believing that this activity is only reserved for a select few.

Mentoring however comes in many forms and has both personal and professional applications. Mentoring research through the years has shown that career success, job satisfaction, and employee retention are higher when employees are engaged through mentoring programmes. A large proportion of individuals involved in some form of mentoring report that it has a positive impact.

In this issue of the Promontory, we hear different perspectives and personal experiences of several mentees and mentors, one of whom is also a mentor to many of us in the radiography community. That's right, being a mentee and mentor are not mutually exclusive! As a mentor, developing mentees allows mentors to view issues through fresh eyes and contributes to their continued learning experience, prompting more self-reflection and in turn adapting to the changes in our profession and community that time will consistently bring.

In addition, we will hear from other colleagues who participated in academic events as speakers and attendees and how this has inspired them on their continued journey of professional development.

We hope that from their sharing, you too will be inspired and challenged to continue pursuing professional and personal development. SSR hopes to provide this opportunity through our mentoring programme so please register your interest with us and we will be in touch to get you started on your mentorship journey.

Happy reading!

MEDICAL ADVISORS

PASSING THE TORCH



Dr Kho Kwang Mui
Past Medical Advisor

”

Having the opportunity to contribute to the Singapore Society of Radiographers was an honour that coloured my career in many ways. I bear witness to the growth of Radiography as a profession, through the years. I'm so proud of the leadership, accomplishments, and dedication to the Radiography community by the SSR EXCO. It is now time to see them soar to greater heights under the support rendered by the new medical advisor Dr Lim Kheng Choon. ”



Dr Lim Kheng Choon
Current Medical Advisor

”

Congratulations to the SSR 65th EXCO! Looking forward to working together to advance the vision and mission of SSR. ”

”

Dr Lim Kheng Choon is a consultant radiologist with the Department of Diagnostic Radiology in SGH and is currently the Deputy Director of Neuroradiology and Head & Neck Radiology section. He subspecialises in neuroradiology, with special interests in neuro-oncology and advanced MRI techniques. He has held various appointments such as Department Quality Officer, Deputy Director of Clinical Operations and Deputy Director of MRI service. He is also a member of the Singapore Medical Association EXCO, having served previously as the Honorary General Secretary and Honorary Treasurer.

Dr Lim graduated from Duke-NUS Graduate Medical School in 2011 and obtained his FRCR and Master of Medicine (Diagnostic Radiology) in 2015. In 2016, he was appointed as Chief Resident of the Singhealth Diagnostic Radiology Residency. He joined SGH in 2017 after completing his training.



6TH ANNUAL SCIENTIFIC MEETING 2023

24TH & 25TH MARCH 2023

24th March 2023

CHANGE MANAGEMENT WORKSHOP

by Prof. Peter Tay

Change is the only constant in any organization and people are at the heart of change management. In an expanding world of science and technological advancement and social flux, managing change effectively has become an important factor in determining the success of any organization.

On 24th March, Prof. Peter Tay conducted an online workshop on change management, Prof. Peter Tay explained how change occurs and how people can anticipate and manage change. He introduced organizational change models and examine how people can address challenges associated with managing change in others and ourselves.



25th March 2023

Our physical event was held Max Atria, on 25th March 2023.

We are extremely grateful to all our speakers who shared with us their knowledge and insights. With more than 180 attendees and an exciting program line-up, we are proud to call the event a success.

STUDENT ORAL PRESENTATIONS



Ms. Shafiqah Amirra Binte Omar giving her presentation.

Students from Singapore Institute of Technology (SIT) and Parkway College presented about their final year thesis topics.

Our student speakers are Ms. Shafiqah Amirra Binte Omar (pictured on the left), Ms. Mavis Tan Xin Ying, Ms. Jezz Choo Qian Ying and Ms. Pang Li Jing.

DR/RT ORAL PRESENTATIONS

Radiographers and radiation therapists shared with us their research projects, which includes quality improvement, innovation, and educational interventions.

The speakers were Mr. Gan Why Nam, Ms. Chen Yu Anna, Ms. Lim Li Hoon, Ms. Lin Yixin Jeannie and Mr. Lee Kok Ming.



Mr. Gan Why Nam giving his presentation.

SCIENTIFIC SESSIONS



*Ms Nur Farhana Md Kamal
National University Hospital*



*Ms Vanessa Lam
Gleneagles Hospital*



*A/Prof Ooi Chin Chin
Singapore General Hospital*



*Mr Jacob Ng
Canon Medical Systems Asia*



*Ms Valerie Lim
Mount Elizabeth Novena Hospital*

Ms Nur Farhana Md Kamal shared with us how AIR Recon DL has been used in her institution.

Mr Jacob Ng discussed with us how AI is used in CT practice.

A/Prof Ooi Chin Chin introduced us to key concepts of EBP framework and provided us a practical guide to the application of employing evidence in the sonographic practice.

Ms Vanessa Lam shared with us a trial run with Lunit INSIGHT MMGAI on AI solutions to mammography.

Ms Valerie Lim presented to us her study on the evaluation of Inter- and Intra-observer Variations in Prostate Gland Delineation Using CT-alone Versus CT/TPUS.

KEYNOTE ADDRESS

by Ms. Kuik Shiao Yin

Ms. Kuik is a former Nominated Member of Parliament (NMP) and today, she is a cultural change strategist and the Executive Director of Common Ground. She gave an enriching talk about how we can make effective work conversations, deal with complex situations in the workplace and build trust in the midst of today's global trust crisis.



PLENARY

by Mr. Chong Chun Meng

Mr. Chong is a principal radiographer of NHG Diagnostics. He introduced the five outcomes an individual needs to achieve for a change to be successful through stories from NHGD and how individuals have worked through the adaptive and adoptive changes in NHGD.

PANEL DISCUSSION



During the panel discussion, the European Federation of Radiographer Societies' white paper was discussed on the Future of the Profession with respect to Radiographer Education, Research, and Practice (RERP) from 2021 to 2031.

The future of radiography education was discussed. With A.I creeping into everything that we do, the advancement of technology is occurring at an alarming speed. Curricula will be developed with various stakeholders to ensure both practicing radiographers and students are up to date on the latest imaging technology. Postgraduate education will also focus on developing skills needed to navigate the evolving imaging specialization and radiographers are expected to implement research findings into practice and continuously improve their clinical skills.

From Left to Right: Mr. Harris Abdul Razak, Ms. Chng Yi Hong, Dr Sharon Wong, A/Prof Michael Ong, Dr Eric Pang, Ms. Jasmine Lee Chan Bing



SPECIAL FOCUS TALKS

by Dr. Roger Soh



Dr. Roger Soh is the Linac & MR-Linac Lead in Elekta. He shared several exiting topics such as the newly released comprehensive motion management feature in Elekta Unity. He also discussed the advantages of having a high field MR-Linac and how it could bring cutting edge clinical advantages over conventional radiotherapy treatments.

Mr. Dias Cao is a Healthcare IT Business Unit Manager at Canon Medical Systems Asia. He gave an insightful talk on how Canon utilized big data approach and analysis in this digital age to increase clinical confidence and enhance patient engagement while optimizing resources.



by Mr Dias Cao

REFLECTIONS



Ms. Chen Yu Anna
Best DR/RT Oral Speaker

Understanding the perception of radiologists and radiographers in accepting or rejecting X-ray images to reduce reject rate

"In March 2023, I had the privilege to present my project as an oral speaker in the Singapore Society of Radiographer Annual Scientific Meeting. This marks my inaugural oral presentation at a conference. I was excited yet was full of uncertainty. The invaluable support and encouragement from my dedicated project teammates and the guidance provided by my mentors helped prepared me for this presentation. Their feedbacks helped fine-tune my presentation slides, which significantly boosted my confidence and alleviated my anxiety.

I am truly humbled to receive the best DR/RT oral speaker award. This award serves as an encouragement to me, and an acknowledgment of my efforts. I am grateful to Sengkang General Hospital Radiology Department and the Singapore Society of Radiographers for giving me this opportunity to share my project with everyone. I sincerely hope that my presentation has raised awareness on the significance of the repeat reject rate analysis among Singapore radiographers."



Ms. Pang Li Jing, Parkway College
Best Student Oral Speaker

Proton Magnetic Resonance Spectroscopy versus Dynamic Contrast-Enhanced Magnetic Resonance Imaging in distinguishing recurrent brain tumors from brain radiation necrosis

"I recall feeling eager to partake in the ASM as it was a reputable event that I wanted to be a part of, despite having to prepare for it on a tight schedule. I was able to present well, thanks to the sound advice given by my lecturers, who spent time for rehearsals and were alongside me for every step I took. The ASM was an interesting opportunity for me as I met several radiographers whom had supervised me in prior clinical placements. They were elated for me and introduced me to their colleagues, which helped to further broadened my professional relationships in the radiography society. Overall, I feel incredibly honored to have participated and shared scholarly knowledge with others in the ASM. It was an eye-opening and memorable experience that I will remember for long."



Mr. Ariel Novrianto Afandy
Best Poster Presenter

Diagnostic accuracy of Contrast-Enhanced Ultrasound in differentiating benign and malignant hepatic lesion: A meta-analysis

"Attending SSR Annual Scientific Meeting has been a truly enlightening experience. This year's conference focused on the theme of embracing change, highlighting the importance of adapting to evolving practices within the radiography field. As a fresh graduate, I found the discussions and presentations in ASM 2023 invaluable. They provided me with new insights and inspired me to embrace change in my professional journey. Embracing change requires a proactive approach to learning and keeping up with the latest advancements. Radiographers should actively engage in professional development activities such as participating in workshops and attending courses. Only by doing so, we can stay abreast of emerging trends, acquire new skills, and contribute to the advancement of radiography."

A TRIBUTE TO THE INFORMAL MENTORS IN MY LIFE

*by Mr Harris Abdul Razak,
National University Hospital*

In his book, 'A Game Plan for Life: The Power of Mentoring,' John Wooden described mentors as someone capable of inspiring change through actions. Almost all the mentors in his life "taught and showed and modelled and they live, and they shared" (p.3). Mentoring could take many forms as long as the knowledge exchange inspires another individual and "can happen at any time or place" (p.4). Wooden likened mentoring to parenting but made a distinction that the role of raising a child is the responsibility of the parents. A mentor is respected, inspires confidence, and is trusted.

I have always considered mentoring a formal contract (relationship) between a mentor and a mentee with set goals and timelines. My version of a mentor is an older individual who can give me nuggets of wisdom from a distance and help me get a better grip on my career aspirations (or life). I also visioned mentors as someone who could guide their mentees, allowing them to become more like them. But this view contrasts Wooden, who mentioned that "mentors do not seek to create a new person... but a better version of himself". (p 6). I gradually understood that mentors come in many forms and may be established formally or informally.



From left to right: Mr. Muhammad Zulhimi Bin Sulaiman, Mr. Ganesh Natarajan, Ms. Joyce Tan Seok Chin, Ms. Azizah Mohamed Afif, Mr Chong Chun Meng, Ms. Denise Choong Ai Wen, Mr. Fadzillah Amri, Mr. Harris Abdul Razak

I had no formal mentoring encounter throughout the numerous work environments I have been a part of. However, I recalled a particular point in my career when I was planning the department team building event for over 300 employees - A chance encounter with **Dr Tyrone Goh**, my ex-Senior Director, in the office late one evening was perhaps my first informal mentoring session.

Seeing that I was troubled with my first assignment of such scale, Dr Goh advised: "Fail to plan, plan to fail." Another encounter with Dr Goh was when I announced my decision to transfer to another institution. "Harris, I have seen many people come and go. Let me break it to you...". I knew Dr Goh meant well and only wanted what was best for me. However, I was humbled that Dr Goh had set aside his time to have me in his counsel. The many encounters with Dr Goh taught me that a good mentor plans (sometimes multiple steps ahead) and puts everyone else above him.

Two other figures throughout my professional career guided my practice.

First, the many informal phone conversations with **Ms Kok Mei Chyi** when I was a young PACS admin helped me to navigate my approach to managing PACS better.

Those conversations were precious because there were no physical references I could refer to for answers, and the PACS landscape over the past ten years has undergone a quantum leap in scope and policies.

Ms Mei Chyi is presently a Senior Principal Radiographer at NUH who leads a team of PACS admin within NUH and is involved in the PACS development within NUHS.

My other informal mentor is **Ms Azizah Afif**.

I met Ms Azizah through my involvement in the Singapore Society of Radiographers (SSR). A lesson I learned from Ms Azizah is on managing conflicts when wearing multiple professional hats: as an employee, as a council member, as a student, and as a researcher.

Azizah is a Senior Principal Radiographer at SGH. She manages her radiography role in Clinical Ultrasound and leading as the Department Research Interest Group chairperson, while also being the Director of Radiography and Nursing Research for RADSC ACP.

Contrary to what many may consider, a mentor does not need to be a living individual or one that we need to meet in person. Many people have been inspired by the lives of Mother Theresa or Abraham Lincoln and have taken many great pearls of wisdom from these fine individuals.

I consider John Wooden, a figure I encountered as part of my studies, as my mentor. I learned a lot by reading books written by him or what was written about him by others. John Wooden was a basketball coach at UCLA. Of the many things I gleaned from John Wooden, his message on 'living a life without regret' resonated deeply. "If you make the effort, you will have peace with yourself" (p.181). John Wooden taught his players that they had won as long as they played with the best effort, regardless of the outcome.

I carry this perspective in my daily practice. Firstly, it encourages me to put my best foot forward in everything I do. Secondly, because I have done my best, I should not be disappointed if I do not achieve what I want – I have to try harder next time.

I wrote this article with the view that most diagnostic radiographers, radiation therapists, and students are not in a formal mentoring program. I hope this article will inspire readers to look beyond formal mentorship and explore informal mentorship as an avenue to kick-start their professional careers.

Table 1 Type of mentorship

Type	Description
Formal	Mentor is assigned
Informal	Relationships develop spontaneously

Table 2 Type of mentors

Type	Description
Personal	Someone whose principles and values have dictated their decisions and actions. These mentors teach us about practical living and leading a principled life.
Professional	Someone whose success in their career may be a source of practical wisdom or inspiration. These mentors can offer guidance in effective work habits and practices.
Leadership	Authority figures who use their power to sculpt the lives with which they come into contact. The purpose of this is to develop future leaders through a pairing of high-potential employees with senior leaders.
Religious	A religious figure who guides an individual to a deeper understanding of the faith.

Reference

Wooden, J. & Yeager, D. (2009). A Game Plan for Life: The Power of Mentoring. Bloomsbury USA.

Coaching & Mentoring



by Dr Tyrone Goh, National University Health System

The word Mentor comes from Homer's Odyssey and is the name of a wise person who provides guidance to the son of Odysseus, King of Ithaca whilst he is away at war.

The person in receipt of mentorship may be referred to as a protégé, an apprentice and in recent years, a "mentee"

In his book, Coaching and Mentoring, the author Eric Parsloe shared that mentoring is to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be.

I was fortunate to have several good mentors in my career and in turn I have mentored young and senior administrators, nursing and allied health leaders for the past 25 years.

My mentors were the late Mr K. Vaithinligam, Principal School of Radiography, Singapore, Dr. Marion Frank, Principal School of Radiography, London and Prof Lenny Tan, Chief, Department of Diagnostic Imaging at National University Hospital, Dean, Medical School, National University of Singapore.

They taught and guided me in my studies, work and career progression and I am indebted to them. I had also other mentors at work and silent ones, where the latter are those that I learned their experiences from the books written by them. To name a few of the authors, they are Ngiam Dong Tow, former Permanent Secretary, Ministry of Finance, Lim Siong Guan, former head of civil service and Jack Welch, former Chairman/CEO, General Electric Company, USA.

The primary role of the mentor is to guide, support the mentee's development needs. He is also a coach, advisor providing feedback, share his ideas and other source of information outside the scope of the mentees job. At time, he acts as a sounding board, praise and expand the mentees network of contacts or other resources. The mentor can also be a devil's advocate by disagreeing with the mentee views or provide an alternative view to what has been shared.

The usual mentoring session can be between half an hour to an hour. Punctuality is important to have the discipline and not waste both mentor's and mentee's time. The first half an hour could be spent hearing about the mentees work or related issues that he/she finds challenging or unable to resolve. The mentee is encouraged to come prepared with some discussions points. The second half of the hour, the mentor can share similar related issues, if any, and perhaps by sharing a particular topic or paragraph from the books that the mentor have read to reinforce his experience dealing with similar situations and how it's been resolved.

There are pitfalls which mentors should avoid. Mentors should avoid using mentoring to source for potential good candidates to be recruited to join the mentor's department. They should not be using the session to gripe and discredit other colleagues or departments or make use of the mentees for "insider's information of what his peers or "competitors" are doing. He also should not be using the high potential mentees as his voice box. Each mentoring session should have clear objectives for the hour session to maximize the benefits of the mentee.

There are also pitfalls for mentees that they need to be cognizant of and avoid. Mentees should not use mentors to climb the corporate ladder especially those holding senior positions. Use the mentor name or position to associate oneself as elite member of the organization. Show mentor that you know everything that he shares with you and an impression that you are just bidding your time since mentoring is part of the training required for the high potential programs.

I trust the pointers will help as you embarked on your journey to be a mentor or mentee.



A SERENDIPITOUS CHEMISTRY:

FROM SUPERVISOR TO MENTOR

by Ms Felicia Oh, Tan Tock Seng Hospital

Often, we are tasked to teach or train someone at work. What are the odds of being told to mentor someone, or of this occurring? Mentorship is not commonly heard or practiced in the radiography world. Many would associate the practice of radiography with the apprenticeship model instead. This thought leads to my point on mentorship – does this occur in radiography? In my opinion, yes!

However, it can exist in various channels or forms and is dependent on both parties to take it the level they perceive the working relationship to be.

A channel known to many, would be the Allied Health Professions Council (AHPC) supervisor-supervisee relationship, where both parties are bound by this supervisory framework for 1 or 2 years. Having been a supervisor for several years, I have always likened this responsibility to that of a chance to develop a mentor-mentee relationship rather than adhering to a strict supervisor-supervisee relationship. Viewing this through the lens of a possible mentorship allows me to derive more purpose and meaning compared to an obligatory AHPC structured framework.

Meeting the requirements of the AHPC supervisory framework does entail effort from both parties to make it happen, especially the budding months, but using Rolfe's model of reflection, the quintessential question is now what? The educator in me asked, now that the necessary work has been done, can we do more? Should we do more? I would say chemistry plays a big role.

According to an article from Harvard Business Review, chemistry is the secret to a great mentorship; it transforms any relationship from functional to rewarding. Seeking chemistry may be out of our control, but it is not mission impossible. Sometimes, it arises when you least expect it!



Table 1. The 3Cs in identifying chemistry

Comfortability	Assess if you feel comfortable opening up, sharing goals and fears, and if there is trust and belief in your success.
Professional	Evaluate if there is a basic connection, care for each other, and if you enjoy spending time together outside of work.
Leadership	Determine if you both look forward to meetings, display mutual interest, and feel energized in each other's presence.

The main inspiration behind this article is my newly-minted mentee, Chloe, who is also my freshly graduated AHPC supervisee. Here's a little background story: Chloe was assigned as my AHPC supervisee slightly more than a year ago. I had known her from her student days during the consolidation placement, but I did not take her for any assessments nor worked much with her. Upon her starting work, we hit off pretty well, and slowly but gradually we had more things to discuss beyond the mandatory case observations and discussions. From advice about difficult situations to address day-to-day work issues to random personal rantings, any conversation can take place. That was when we knew some sort of evolution had taken place, and what we shared was beyond that of a classic supervisor-supervisee relationship.

Even though the formal AHPC supervision has officially ended for both of us, we still engage in conversations to gain new perspectives from one another or exchange ideas. Albeit after having 5 supervisees and Chloe being lucky number 6, I am thankful for this chance to develop a mentor-mentee relationship. For the rest of you reading this, think about the past or existing working relationships that you might have had with a junior, no matter how transient it is, what does it mean to you, and what could it have been?



Felicia on the left and Chloe on the right.

Reference:

Omadeke J. (2022). The Secret to a Great Mentorship? Chemistry. Harvard Business Review. Retrieved from <https://hbr.org/2022/01/the-secret-to-a-great-mentorship-chemistry>

Reflections of an Interventional Radiographer on Personal Professional Growth



Insights from APSCVIR 2023 Conference

*by Ms. Marissa Yeon,
Singapore General Hospital*

Introduction:

My attendance at the Asia Pacific Society of Cardiovascular and Interventional Radiology (APSCVIR) 2023 conference in Korea, sponsored by Korean Society of Cardio-Vascular Interventional Technology, proved to be an enlightening and enriching experience as an interventional radiographer. The event served as a platform for sharing knowledge, innovative ideas, and expertise within the realm of interventional radiology. In this reflection, I aim to share my key takeaways, memorable moments, and how the conference has impacted my professional growth.

Expansion of Knowledge:

The conference was a treasure trove of cutting-edge research, advancements, and case studies in interventional radiology. The breadth of topics covered was vast, ranging from emerging techniques in minimally invasive procedures to the latest breakthroughs in interventional oncology. By engaging in scientific sessions and workshops, I had the opportunity to delve deep into these areas and gain insights from esteemed experts in the field.

One session, in particular, captivated my attention, focusing on the role of artificial intelligence (AI) in interventional radiology.

The advancements in AI algorithms for image interpretation and treatment planning left me in awe. It became evident to me how AI has the potential to enhance our diagnostic and therapeutic abilities, resulting in improved patient outcomes and increased precision in our procedures.

Networking Opportunities:

The conference provided an exceptional platform to connect with interventional radiologists, industry professionals, and fellow radiographers from the Asia-Pacific region. Engaging in conversations, exchanging experiences, and discussing best practices proved invaluable. These interactions broadened my perspective and exposed me to diverse approaches when confronted with common challenges in our daily practice.

Moreover, the exhibition hall showcased the latest medical devices, equipment, and technologies. By interacting with industry representatives, I was able to stay abreast of the most recent innovations in interventional radiology. Engaging in discussions with experts further enhanced my understanding of the potential applications and benefits of these advancements, shaping the future of our practice.

Professional Growth:

Participating in the APSCVIR 2023 conference significantly contributed to my professional growth. The knowledge acquired and connections established have undeniably enriched my practice as an interventional radiographer. The insights gained from the conference will enable me to deliver improved patient care and explore new avenues to enhance our interventional radiology services.

Furthermore, the conference inspired me to become more actively involved in research and contribute to the advancement of the field. The presentations on clinical trials and evidence-based practice served as a reinforcement of the importance of research in interventional radiology. I now feel motivated to engage in research projects, collaborate with other professionals, and contribute to the evidence base supporting our interventions.

Personal Highlights:

The conference extended beyond education and professional development, offering moments of inspiration and personal growth. Witnessing the collaboration and camaraderie among interventional radiographers, radiologists, and other healthcare professionals was one of the most memorable aspects.

The shared passion and dedication to improving patient care were palpable throughout the conference.

Additionally, the cultural experience of being in Korea added an extra layer of enrichment. Exploring the vibrant city, immersing myself in the local cuisine, and experiencing the warm hospitality of the Korean people left a lasting impression.

Conclusion:

Participating in the APSCVIR 2023 conference in Korea proved to be an extraordinary journey that significantly impacted my professional and personal development as an interventional radiographer. The knowledge gained, connections established, and inspiration received have deepened my commitment to providing high-quality care to my patients. I am grateful for the opportunity to have been part of such a dynamic and transformative event, and I eagerly look forward to applying the lessons learned to continually improve my practice and contribute to the advancement of interventional radiology.

UPCOMING EVENTS 2023

**11-13
AUG**

24TH AACRT 2023

The 24th Asia-Australasia Conference of Radiological Technologists AACRT 2023
Borneo Convention Centre, Kuching Malaysia

AOCNR SGCR-WIRES 2023

14th Asian Oceanian Congress of Neuroradiology (AOCNR) in conjunction with SGCR-WIRES 2023 (31st Annual Scientific Meeting Singapore Congress of Radiology)
Shangri-La Hotel, Singapore

**18-20
AUG**

OCT

ASIA Continuing Professional Development (CPD) Program
Online Webinar, Zoom

UPCOMING EVENTS

Honorary & Life Member Award Ceremony

Location : To Be Confirmed



LTWRAP 2023

4th Biennial Global Leading the Way in Radiography
and Radiotherapy Advanced Practice
***National Cancer Centre Singapore (Physical
Conference)***



SSR Mentoring Programme

Our mentoring programme runs on a 10-month cycle and aims to help mentors and mentees develop personally and professionally. For the initial launch, we are looking for experienced Mentors with more than 5 years of working experience and Mentees seeking to transition to a new role or field.



<https://forms.gle/BBrbLNRztkw68rU6>



REGISTER YOUR INTEREST NOW!



Questions? Reach out to us at

exco@ssr.org.sg



Why be part of SSR's mentoring programme?

Learn in a new way

Expand your network

Practice self-reflection and problem-solving

Improve your confidence and interpersonal skills

Improve individual performance

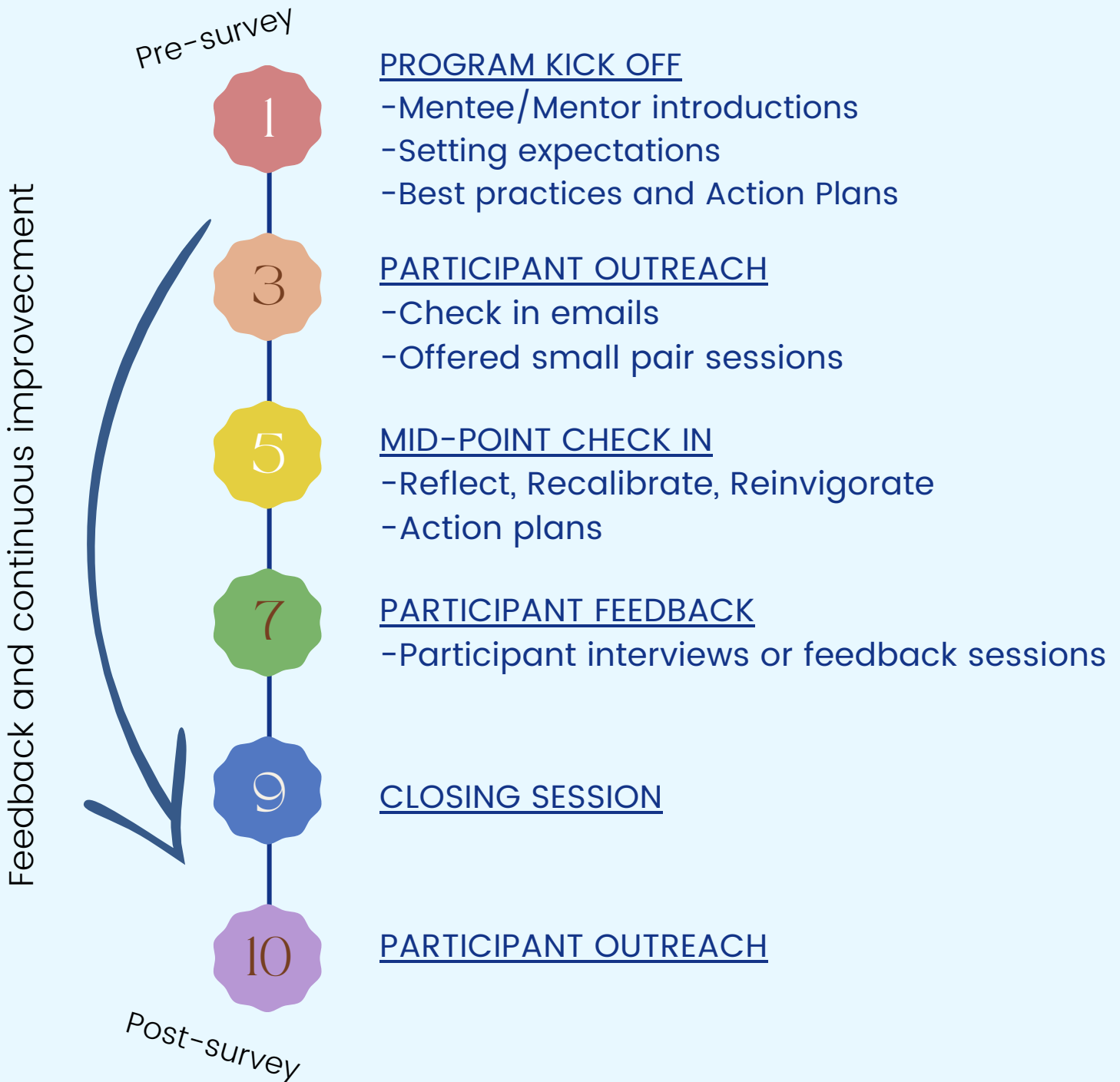
Hear about different experiences

Peer guidance in our profession across the nation



JOIN US!

Proposed mentoring timeline



ASM 2024

UPCOMING



ANNUAL
SCIENTIFIC
MEETING
2023

22-23

MARCH

2024

SAVE THE DATE!
DETAILS WILL BE OUT SOON!

SSR Publicity Team

Ms. Ng Yun Xuan,
Publicity Chairperson of SSR
National University Hospital

Ms. Jesveena Kaur,
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Mount Elizabeth Hospital

Special Thanks

Dr. Tyrone Goh,

Mr. Harris Abdul Razak,

Ms. Felicia Oh,

Ms. Marissa Yeon



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