



Lucy Davis

- Self-employed bids and projects consultant
- Been bidding for over 10 years
- Mostly defence and public sector
- Practitioner level

Benefits of mentoring

- Feels good to be supporting others
- Learn about yourself through mentoring others
- Very supported on the Rapport scheme



"As well as being able to support my mentees, being a mentor has been a very positive learning experience for me, enabling me to develop and improve personally and as a leader in our profession."

Lucy Davis
Lutrette Ltd.

APMP UK RAPPORT MENTORING

Read first hand about our mentors experiences of the mentoring programme.

WHY BE A MENTOR?

I was reluctant at first because I felt I didn't have the right experience, or enough experience. But there was still a part of me that wanted to give back and in particular try and support young people joining the bidding industry. So when my friend said she was doing it, I thought well so can I!!

Even if you love bidding and have done it for years, it can be overwhelming, So I wanted to help people to feel safe and supported in their careers.

HOW IS THE TRAINING AND SUPPORT?

The training and support that we get is brilliant, and comes from a range of places. The most prominent is the training we get from Jackie Jenks. I always thought mentoring was about having a good conversation and being able to guide people on the right path...i.e. tell them what to do!! It was a significant learning curve to realise that this is NOT what mentoring is about. We are there to guide not tell, so in turn it is essential that we get that same guidance from Jackie through the training and best practice sessions we have. It's important to note though that as a team of mentors, we support each other and are often on our WhatsApp group sharing experiences and giving each other encouragement.

WHAT HAVE YOU LEARNED ABOUT YOURSELF?

I was very concerned when I started that I would say something wrong and upset my mentee. This meant that I was in my head a lot and therefore not truly listening to my mentee. So I have learnt to trust my instincts and not over think what I am saying to my mentees. I have also learnt that I do have a lot of my own work and life experiences that valid and help me to navigate supporting my mentees.

WHAT ARE YOUR HIGHLIGHTS FROM THE PROGRAMME?

Seeing one of my mentees achieve the pay rise that she wanted was a really special moment. I was so proud of my mentee and made sure that we both took the opportunity to recognise her achievement. I also took a moment for myself to recognise how I had helped her too.



APMP UK RAPPORT MENTORING PROGRAMME

WHAT MAKES A SUCCESSFUL MENTOR/MENTEE PARTNERSHIP?

I think that the key is building a good rapport so that my mentees feel safe with me to be able to talk honestly and openly and therefore be able to get to the route of what they want to look at. Trust and honesty is essential. I think it's also important to create a relaxed environment and encourage good humour to enable my mentees to feel comfortable.

ANY CHALLENGES YOU HAVE FACED?

I think my biggest challenge has been overcoming my own concerns around imposter syndrome and suitability. The support that I have had through Jackie Jenks in our 1 to 1s has been invaluable in helping me to look at this, in the same way we help our mentees to look at their challenges. That's why the reflective practice that we are taught is so important, so that we take time to reflect not just on how our mentees are doing, but also how we as mentors are doing.

MAYBE YOU HAVE SOMETHING TO OFFER?

If Lucy's experience of the programme has convinced you that you would be interested in joining our team of mentors, you can apply at [APMP UK Rapport Career Mentor Application](#). You will receive full training and on-going support to help you be the best mentor you can be.

THE PROGRAMME IS AVAILABLE TO ALL APMP MEMBERS.

If you would like to have a mentor, then you can apply at [Career Mentee Application](#).

WOULD YOU LIKE TO MEET OUR MENTORS?

To find out who is already a mentor, you can meet the team at [Meet the Mentors](#). Maybe one of these people could be the one to support you?

