



Rita Mascia

- In bids and proposals since 2000
- Self-employed & Employed
- Transport, NHS, Charities, Education, Construction
- APMP Professional & Capture

Benefits of mentoring

- Learning about yourself
- Learning to listen to understand
- Privilege of seeing someone have that 'aha' moment
- The training and support we receive



"Helping hands come in all shapes and sizes. While people may have support at work, what they don't have is the time to slow down, reflect and think about the bigger picture."

Mentoring allows the mentees to take time off their busy schedule to just do that. Time for themselves to talk about anything that they are concerned about, anything about their future aspirations."

Rita Mascia
Altro Limited

APMP UK RAPPORT MENTORING

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

WHY BE A MENTOR?

I have been involved in mentoring for most of my working career, both as a mentee and as a mentor. I presented the business case to APMP UK in 2015 for launching a mentoring programme for APMP members so it was inevitable that I would want to be involved with the UK Rapport Mentoring programme once it became a reality.

HOW IS THE TRAINING AND SUPPORT?

Nothing short of brilliant. Pippa Birch, as the Mentoring Champion, set up a WhatsApp group for all the mentors. Ellaine Gillam then took over as Chief Career and Mentoring Officer continuing the great work started by Pippa. Jackie Jenks, as Chief Mentor, provides the core skills and glue that make this programme the excellent mentoring programme that it is.

WHAT HAVE YOU LEARNED ABOUT YOURSELF?

Where do I start? I learned more about myself during this period as a mentor than I have learned over the last ten years. I learned to be aware of my unhelpful thoughts. I learned to watch my language for clues about my biases. I learned to listen, really listen. Particularly I learned to listen to understand.

WHAT ARE YOUR HIGHLIGHTS FROM THE PROGRAMME?

Meeting my mentee for the first time in Amsterdam and building the connection in person as opposed to just over a Zoom call! Seeing the mentee having an 'aha' moment and being willing to put the reflective work to have a positive result to their challenge.

WHAT MAKES A SUCCESSFUL MENTOR/MENTEE PARTNERSHIP?

First of all, building a good rapport from the start. Take your time to get to know your mentee. Then boundaries. Being clear on both sides of what the mentoring relationship will provide and discussing any grey areas until they are crystal clear. Being positive and focusing on baby steps. Taking the time to explore scenarios. Do not rush the discovery of an issue just to get a fast solution that may not solve the underlying problem at the heart of it.



APMP UK RAPPORT MENTORING PROGRAMME

ANY CHALLENGES YOU HAVE FACED?

Not exactly challenges. Sometimes not being able to attend the best practice training or practices with the group, as often work gets in the way, but our Chief Mentor is always so generous and often recaps what was covered if you've missed a session.

MAYBE YOU HAVE SOMETHING TO OFFER?

If Rita'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?

