



Debbie Warner

- Experienced Senior Bid Manager
- Primarily Defence and Aerospace sector
- Also supported industries including construction, IT, banking and insurance
- Sole source and competitive bids

Benefits of mentoring

- Satisfaction of seeing someone gain confidence
- Talking openly to someone outside your organisation who understands the challenges of bidding



"when the APMP Rapport Mentor programme was announced, I saw this as a great opportunity to support others in a different way and also develop new skills too."

Debbie Warner
Strategic Proposals

APMP UK RAPPORT MENTORING

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

WHY BE A MENTOR?

It's really satisfying seeing someone gain confidence in their own abilities and be able to find ways to progress in their careers. Since I've worked in bids and proposals for over 14 years, I have a good few scars and stories to tell from dealing with a large variety of people in the different functions, encouraging team members to produce their best work and in generally herding the cats. I've also learned a lot from working on several consortium bids. This is why when the APMP Rapport Mentor programme was announced, I saw this as a great opportunity to support others in a different way and also develop new skills too.

HOW IS THE TRAINING AND SUPPORT?

One of the first face-to-face sessions after lock down, the initial Rapport Mentor training session prepared me to begin my journey as an APMP Mentor. It was a relief to meet some new faces in person and learn about a different topic. The training, provided from the APMP mentor trainer Jackie from Leapfrog Mountain was excellent and engaging, and our lovely group were really open with lots of useful insights from previous mentoring roles. Now, as part of the Rapport Mentor training programme, I really enjoy our regular catch up sessions where Jackie explores key topics with our group; it's a valuable time for us to swap notes on strategies and have a few laughs too.

WHAT HAVE YOU LEARNED FROM MENTORING?

After my first foray into mentoring, I've captured a few key nuggets that I hope resonate:

- Let others come up with the answer (this is quite hard for me!) But, we don't have a monopoly on the solution and this really helps with gaining buy-in to an approach and with a little guidance helps your mentee to grow in confidence.
- Stop talking! Listen and try to understand. (OK, I know that seems obvious, but I think most of us are guilty of trying to get our point across, without first understanding what the other person is saying) - In fact someone recently complimented me on being a good listener 😊.
- Don't always keep to a strict meeting structure; divergent from bid meetings this can be disconcerting, but it can lead to dealing with the right and most important topics in a more holistic way.



APMP UK RAPPORT MENTORING PROGRAMME

WHY IS THE MENTORING PROGRAMME IMPORTANT?

I think it's really important that we have this mentoring programme in APMP. As a bid or proposal manager we are quite often a bit of a lone ranger and it's so useful to have someone from outside your organisation to be able to talk openly to, who understands the trials and tribulations of your job!

I hope to continue on my mentoring journey and sharing more success with my mentees.

MAYBE YOU HAVE SOMETHING TO OFFER?

If Debbie'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?

