

APMP UK RAPPORT MENTORING

Sarah Hinchliffe, Mentor



Marti Marsh, Mentee



Read about Sarah and Marti's experiences of working together on the mentoring programme.

WHY BE A MENTOR?

I love the concept of “pay it forward” from the film of the same name. Over my forty-year working life, I have been fortunate to have companies invest in my personal development. Although I paid them back with loyalty, hard work and results, as I get older, I feel compelled to pass all my learning on to help the next generation. Becoming a mentor was part of my pay-it-forward commitment.

WHAT ARE YOUR KEY LEARNING POINTS (AND CHALLENGES!)?

There were two things that hit home for me during the training. First, “it’s the mentee’s agenda”. It’s all about them – what they want to talk about, what they want to achieve and helping them be the best version of themselves. Second, “creating a safe space” to offload and explore. The converse of this is that it’s not about telling them the right answer – what might be right for me isn’t necessarily right for them. Being a natural doer and problem-solver, honing my listening and questioning skills has been an interesting experience!

MY JOURNEY WITH MARTI?

Marti was a sheer delight to support through our fifteen-month journey together. A bright and vibrant young woman underneath, Marti was over-worked, stressed and feeling undervalued when we first met. She came to every session full of enthusiasm and ideas for finding better ways forward in her career – either where she was or somewhere new. We explored the good, the bad and the ugly of her past and present jobs, homing in on values, motivators and demotivators. During our journey, Marti decided to move to a new role in a new company, which is much more positive and supportive. In this environment, she feels valued and is making a brilliant contribution simply by being her natural, talented self.

WHAT IS NEXT FOR YOU?

Marti and I have formally concluded our mentoring relationship but will continue to be friends. We discovered common values and interests, which will endure. One of the strange things about mentoring is how you can help without giving solutions! It leaves me wondering what I did, so let’s ask Marti...

WHY I WANTED A MENTOR?

I’ve been in my profession for over 10 years, working in different industries. I had some great successes, but I was starting to feel stuck. I love learning so I wanted to find a new, fresh approach for my role, which was getting me down and was eating away at my confidence. With a mentor, I wanted to explore what skills and learning I might need to get back to the top of my game... Then I met the wonderful Sarah...!

MY JOURNEY WITH SARAH?

I was notified via email that I had been paired with Sarah as my new mentor. I was looking forward to our first meeting with huge excitement, expecting to be given advice on training and skills to acquire. But, during our first session it quickly became obvious that that’s not what our mentoring was going to be about and my goodness, was I in for a treat?! Sarah has an incredible ability to see way beyond the surface... She was completely present during our calls, she listened, asked probing questions which made me pause, think, and see my situation and myself from the outside allowing for many “the penny is dropping” moments. Sarah says she’s a storyteller and she took me on a brilliant journey. We set the scene on our first call and after that we went exploring. Some “monsters” and barriers needed to be taken down along the way and at the end of a deep dive, I found me again. She created a very safe space for us. After each session I felt that much more empowered, supported and a lot stronger than at the beginning of our mentoring journey. Sarah is a very empathetic and caring leader and she understood me in a way I never thought someone could at the other end of the screen. As a result of our time together I changed employers and my career advanced. I’m so grateful to Sarah and I’m so excited for her next mentee to be guided by her

WHAT IS NEXT FOR YOU?

Continue to believe in myself and carry on having a wonderful friendship with Sarah. I’m having fun in my role again and I’m enjoying life. Thank you Sarah for paving the way with colourful and fun steps!!



APMP UK RAPPORT MENTORING PROGRAMME

THE PROGRAMME IS AVAILABLE TO ALL APMP MEMBERS.

If Sarah and Marti's experience of the programme has convinced you that you would like to have a mentor, then you can apply at [Career Mentee Application](#).

MAYBE YOU HAVE SOMETHING TO OFFER?

If you are 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.

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?

