

# Meet our Mentors

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**Name:** Patric Bulmer

**Job Title:** Head of Water Resource and Environment

**Company:** Bristol Water plc

**Length of time in the water industry:** 26 years

**Status:** In a mentoring partnership

**Why did you Sign up to the Mentoring Platform and what do you hope to achieve from the experience?**

I signed up over five years ago to become an Institute of Water mentor and my goal from the process remains the same: to help other people in the water industry develop their own careers, while developing my own skills as a mentor

**How have you found the process so far?**

It's dependent on the mentee as well as the mentor: the person I am currently mentoring is really quite inspiring to work with!

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**Name:** Claire Chapman

**Job Title:** Renewable asset generation manager

**Company:** Scottish Water

**Length of time in the water industry:** 16

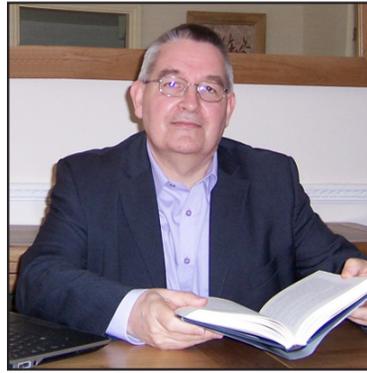
**Status:** In a mentoring partnership



**Why did you Sign up to the Mentoring Platform and what do you hope to achieve from the experience?**

I enjoy tutoring, and coaching. It is always exciting seeing new ideas from younger graduates coming through, and supporting them to develop their ideas into achievable goals.

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**Name:** Bob Windmill  
**Job Title:** Managing Director  
**Company:** Windmill Insight Solutions Ltd  
**Length of time in the water industry:** 41 years  
**Status:** In a mentoring partnership with 3 mentors

**Why did you Sign up to the Mentoring Platform and what do you hope to achieve from the experience?**

Over the years many people have helped me with my career, freely offering advice, guidance and practical support. With their help I have achieved much more than I could have done on my own. Now I am motivated by taking my turn to help others. I give this freely, asking only that those who helped go on to help others. What I hadn't anticipated was just how much I would learn through the mentoring process. While all the individuals I have mentored are trying to improve their lives, and those of their families, they are all different individuals with different backgrounds and cultures. This meant taking time to understand the factors that affected their daily lives, and help them find ways to overcome or work around these. While this was not always easy, my efforts were nothing compared those mentees that I have had the pleasure of mentoring.

**How have you found the process so far?**

The actual process is straightforward: Complete the on-line training, decide your areas of interest and wait to be matched up with a mentee. The actual mentoring is done on-line using some mix of chat, email and video tools. If you and your mentee prefer FaceTime to Skype, no problem. You want to use hand written notes and carrier pigeons? That's your choice. OK, that last bit wasn't entirely serious, but it makes the point that it's the communication that's important, not the channel. Scheduling the recommended two hours per fortnight is normally straightforward, but time zone differences, which can be up to twelve hours, do need to be taken into account.

Another factor is the quality and availability of the mentees internet access. Like me, you may be sitting on the end of a 200mb fibre connection, but your mentee may be using a PAYG 3/4G dongle, or even dial-up. Do remember this when considering the use of video chat. However, for me, whatever technical and administrative glitches may arise, they are nothing compared to the joy of seeing a mentee grow and develop.



**Name:** Natalie Akroyd  
**Job Title:** Head of Coal Authority Contract  
**Company:** Severn Trent Services  
**Length of time in the water industry:** 15 years  
**Status:** In a mentoring partnership

**Why did you Sign up to the Mentoring Platform and what do you hope to achieve from the experience?**

I hoped I would be able to offer advice and support, as well as sharing my experiences and decisions, mistakes and successes. Throughout my career I have had several different mentors who have been invaluable to my personal and career development, and so I hoped to be able to give something similar to someone else.

**How have you found the process so far?**

In one word – fulfilling. What I didn't expect was how beneficial the partnership would be for me as a mentor – it has made me stop and look at my career to date, celebrate some successes and also recognise some of my strengths and weaknesses. It has also meant I have done some valuable self-reflection. It's been great building a relationship with Lowri and hopefully I have helped and supported her in some way!

**Feeling inspired?**

**Sign up today.**

Visit [www.instituteofwater.org.uk/mentoring](http://www.instituteofwater.org.uk/mentoring) to find out more and sign up as a mentor or mentee.