



CAREERS MENTORING PROGRAMME CASE STUDY

Dave Davis from Sandler Training by Dave Davies

Dave Davies is Managing Director of Sandler Training by Dave Davies, a company which offers training solutions to start-up businesses in the areas of sales, management and leadership. He 'fell into sales' after realising his initial ambition – to fly combat helicopters was out of reach to him, through no faults of his own.

Having been told by his parents to 'get a job' he did, in sales - and found himself to be rather good at it. After a successful period selling fish, he fell again, this time into tech sales after chatting to someone in a club – proof that these chance meetings can often be so important to our future selves

What do you bring to the mentor programme?

I've had a good previous experience working with the young people and the team in UTC. I'm keen that young people have better guidance, direction and mentorship prior to making long-term decisions about their future. I want all options presented to them so that they are able to make an educated choice, that is best for them.

What do you want your mentees to get out of their time with you?

A good mentor draws out peoples' ambitions and aspirations and helps them get to where they want to go. I want to find out what their interests are and fill the gaps in how they are going to work towards that ambition. As a consultant advisor I look at what prevents people getting from where they want to go and often it's their internal voice saying: 'I can't do this, I'm not capable'. I want to my mentees

to find ways to overcome this voice.

Sometimes with young people I've found we're talking about what their parents want them to do, which may have no bearing on their actual passions, so I'd like to help them realise that there are other options out there.

For those with a more fixed idea of what they want to become, I want to know why. If you can't answer that, then you've got to ask yourself is it what you really want?

I want them to understand that failure is part of the journey and it's a valuable learning experience. And I want them to be able to make the most of the unique opportunities that a UTC provides them with – how will they articulate the experiences they've had? I want them to really pay attention to what they are being offered at UTC and become good at telling their stories in ways that will make them stand out.

How did your first group session go?

The group had lots to say – lots of questions such as 'how did you get into what you do? What keeps you doing it?' And one question I really liked – 'what do you regret or wish you'd done differently'? I liked that as it gave me a chance to talk about my successes and my failures and I think that makes me more relatable – we all make mistakes, right?

Did you have a mentor?

I had a really positive technical drawing teacher at school who was inspirational. But we're always being mentored or coached by different people throughout our lives, we just have to pay attention.