



MENTOR-NET

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Case Study: Expanding survey practice praises input of Mentor-Net

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Case Study

2017

Client: [Robert Jupp, Director, Jupp Building Consultancy, www.jbcsurveyors.co.uk](#)

Mentor: [Chas Morrison, Volunteer Business Mentor](#)

A chartered surveyor who left corporate life to set up on his own has expanded his business,

Jupp Building Consultancy, based in Fareham, thanks to mentoring from Mentor-Net.

Rob Jupp spent 14 years in large, professional survey practices covering a wide range of building and property issues. He recently decided to go it alone, specialising in the technical and legal elements of property development. His aim was to provide clients with a more personalised service than they were used to but that was still of a 'corporate standard'.

With no experience of running a business, Rob knew he needed expert help to get his practice off the ground. Dedicated input from mentor Chas Morrison at Mentor-Net has enabled Rob to establish a solid client base across the South involving businesses, schools, colleges, theatres and private individuals.



A winning team!
Mentor Chas Morrison and Rob Jupp & Josh Houlihan of Jupp Building Consultancy

Rob recruited a graduate building surveyor, Josh Houlihan, and also plans to take on a fully qualified surveyor.

"Without Chas I would probably be struggling," said Rob, who has opened an office at Ower near Romsey. "His mentoring has been invaluable, a real objective sounding board from someone who is neither in the business nor a surveyor. He picks up on things I might never have thought about."

In a series of monthly mentoring sessions, Chas helped Rob create marketing, website and business continuity plans and prepare for the future shape of the business.

On the recruitment side, Chas provided practical input to the interview process, contracts of employment and an employee handbook.

Rob praised his mentor's recommendation of putting interview candidates 'on the spot' with a surveying scenario to discuss:

"Giving them a plan of an industrial site and getting them to talk

about a practical scenario was a great way to judge and benchmark technical ability. For the graduate position, we ended up interviewing three candidates and Josh came out on top."



The move from corporate life to small practice brought its challenges, explained Rob, but he was glad to have made the leap. "There is more pressure but I enjoy it. The difference is that in the past I used to have an HR department. Now I am the HR department."

Chas said: "Rob's growth has been quite remarkable in a field that has been quiet. Because he does a great job for clients, Rob has been picking up referrals and delivering relatively large projects from what has until recently been a one-person company. He has needed help to stay on top of the nuts and bolts such as appointments, paperwork and project management, while keeping an eye on new business development. I was aware of the pitfalls that a first timer wouldn't have been."

Chas's input was provided through WSX Enterprise's Mentor-Net programme, aimed at providing support for small businesses across the South.

Our team of volunteer business mentors, who between them have a vast range of knowledge and experience in business, offer mentoring services to help business owners and directors support their own development and that of their business.

With benefits ranging from better managed businesses to increasingly confident leadership, mentoring is a very valuable and cost-effective way to develop business skills, and to address day-to-day and longer term challenges.

Mentoring is available from WSX Enterprise through the Mentor-Net programme in Hampshire, surrounding counties and the Isle of Wight.

The service is confidential and the mentors are all volunteers keen to share their specialist business knowledge and skills.

For more information, contact 03454 45 86 454, info@mentor-net.co.uk or visit www.mentor-net.co.uk