

# MEET THE MENTORS

## Timothy Newcombe, Cundall

### Why do you think the BCO is important? Why did you join?

The BCO plays a vital role in shaping the future of the workplace sector, acting as a central pillar for innovation, collaboration and excellence. I joined because I believe in the power of collective knowledge and the value of being part of a community that drives meaningful change. Through initiatives like the Ideas Project and the BCO Awards, the organisation provides a platform to showcase and celebrate forward-thinking design and engineering. Being part of the BCO has allowed me to connect with like-minded professionals, contribute to industry conversations, and stay at the forefront of workplace evolution.

### What made you want to become a mentor?

As the NextGen chair for the Midlands, I'm passionate about encouraging more people to engage with and thrive in the workplace sector. Mentoring has played a significant role in my own journey – I was fortunate to receive guidance early in my career through the scheme, and that support helped shape the professional I am today. Becoming a mentor is my way of giving back, helping others navigate their paths, and fostering a culture of openness and growth. I want to ensure that emerging talent feels welcomed, supported, and inspired to make their mark.

### What has been your biggest achievement as a mentor?

One of the most rewarding achievements has been seeing mentees grow in confidence and become comfortable in their roles. It's incredibly fulfilling to witness someone move from uncertainty to clarity, simply through consistent support and honest conversations. Helping others find their voice and feel empowered in their careers is a quiet but powerful success. It's not about grand gestures – it's about being present, listening and offering guidance that helps unlock potential.



### What is the most useful piece of advice you've received during your career?

The most valuable advice I've received is to take the opportunities that come your way – you never know if they'll present themselves again. This mindset has encouraged me to be bold, to say yes even when the path isn't fully clear, and to trust in the process of growth. It's a simple principle, but one that has opened doors, sparked new collaborations, and led to unexpected and rewarding outcomes throughout my career.

### What are you most proud of in your career?

I'm proud to have contributed to the creating of workplaces – both basebuild and fitout – that people genuinely enjoy spending time in. Across the Midlands and beyond, I've worked on projects that go beyond functionality to foster communities, wellbeing and productivity. A standout example is 3 Chamberlain Square, a space that reflects the best of modern workplace design and engineering. Knowing that these environments support people in living their lives and doing their best work is deeply satisfying.

**To meet our other mentors or find out more about how to apply to the Mentoring Programme, visit the [BCO Website](#)**