

5 ways to get your mentor's attention

Standing out and getting noticed by your organisation's mentors among thousands of employees is never easy.

If you wish to get ahead of the pack, you need to proactively, yet unobtrusively, do things that catch attention.

- **Put Organisational Goals First**

When NR Narayana Murthy handed over the reins of Infosys to SD Shibulal, who he had mentored for several years, he narrated a story. Several years ago, Mr Murthy had found certain errors that needed to be rectified, and he called Shibulal in to do it, telling him he expected things to be fixed. Mr Murthy came back a day later, to find Shibulal still working relentlessly to get the job done.

'To get the attention of the best of mentors, and to be seen as a potential leader, it is important that you put your organisational goals first, ahead of your personal goals,' says Bhuvaneshwar Naik, VP, HR, SAP Labs India.

- **Manage your Mentor**

It is as much up to the subordinate to be able to manage his boss, as it is the other way round. 'You need to know how to manage the softer aspects of your mentor.

Getting the best mentorship depends a lot on how you associate with your mentor, and in terms of how you handle mentorship', says TeamLease Services senior vice president and co-founder Sangeeta Lala.

- **Be Responsive**

Show mentors that their time is not being wasted. 'A mentor will never tell the mentee what to do, but will show the way. So it becomes very important to ask a lot of questions, to deliver on commitments, and to show that you are learning, failing which, your mentor will lose interest,' says Lala.

- **Volunteer relentlessly**

In order to get the best of teachers, it is important that you display a lot of enthusiasm in absorbing knowledge. 'There is always a guy in class who raises his hand for everything.

Annoying as he may seem to his peers, that is the guy every teacher knows,' says an HR business leader at Infosys.

- **Keep Outperforming**

It is important that you really put yourself out there. 'In an organisation with thousands of employees, the one that gets the most attention is the one who consistently gives 100%,' he adds.