

## CARMa's guide to getting the most from your mentors

### What mentors can do for you:

- Enrich you with experience-sharing.
- Develop an equation of mutual learning.
- Effect learning through effective networking.
- Challenge, stretch and support you in achieving your personal goals.
- Make you aware about things which cannot be explained in a book or manual.
- Create awareness of long-term goals which may not be visible in the short-term.
- Point out if you're not on the right path, thus saving you valuable time and money.



### What to expect from your mentor:

#### Should Expect:

- Constantly challenging you to think and innovate
- Sharing your vision with equal passion
- Listening capability
- Two-way learning
- Time for you
- Empathy
- Confidentiality
- Sounding board
- Giving access to networks
- Putting brutal facts in front of you



#### Should Not Expect:

- Day-to-day involvement in execution
- To take ownership of your problems
- A guru whom you can follow
- Sponsorship
- Charity
- Therapy
- A know-all
- Hands-on coaching
- To condone your wrong-doings
- To tell you what you want to hear

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### How do you manage a relationship with your mentor:

- Be truthful
- Give regular updates
- Minute all interactions
- Be crisp in your communication
- Show respect for mentor's time
- Share your vision and your concerns openly
- Don't go to him only when you're in trouble
- Don't spring surprises, especially unpleasant ones
- Don't hide facts even if they show you in bad light
- Understand that the mentor is also benefiting from the relationship
- Impress upon your team the value of the mentor for their evolution
- Establish relationship as an equal engaged in conversation, not a monologue from mentor



### The last word

Mentors help you build capability, let you discover your potential, work with your goals and create a two-way learning process.



Remember, one would think Sachin Tendulkar does not need any mentoring given his mastery of batting, but he is most receptive to Gary Kirsten. Does that make Kirsten better than SRT?

### Does he have to be?