



LIFTING AS

YOU LEAD

MENTORING CIRCLES PROGRAM

CONNECT • ELEVATE • INSPIRE

Brought to you by the Diversity and
Inclusion Office, Materiel Group,
National Defence



Your Health Comes First

Hope for Wellness Helpline

1-855-242-3310

**For more resources visit our
Support Resources wiki page:**

**Employee Assistance Program
(EAP)**

Toll-free: 1-800-268-7708

For persons with hearing
impairments:

1-800-567-5803



Land Acknowledgment



We acknowledge that our offices are located in Ottawa, are on the unceded, unsurrendered Territory of the Anishinaabe Algonquin Nation whose presence here reaches back to time immemorial.

The Algonquins are the customary keepers and defenders of the Ottawa River Watershed and its tributaries. We honour their long history of welcoming many Nations to this beautiful territory and uphold and uplift the voices and values of our Host Nation.

We respect and affirm the inherent and Treaty Rights of all Indigenous Peoples across this land.

We recognize the historical oppression of original lands, cultures and peoples in what we now know as Canada and strongly believe that the arts contribute to the journey of healing and decolonization that we all share together.

This acknowledgment only becomes meaningful when combined with accountable relationships and informed actions. This acts only as a first step in honouring the unsurrendered land we operate on.

We continue to honour the people, elders, and Indigenous ancestors of this land.

Lifting as you Lead Mentoring Circles (LLMC): An Introduction

https://youtu.be/Ns9AP3TP_6U





Agenda

1

What makes LLMC unique

2

How LLMC works

3

How you can become apart of this groundbreaking initiative



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Lifting as you Lead is brought to you by

The Diversity and Inclusion Office

Materiel Group, National Defence



Nancy Tremblay

Assistant Deputy Minister,
Materiel, National Defence



Samantha Moonsammy

Diversity and Inclusion,
Materiel, National Defence

Samantha Moonsammy created the Lifting as you Lead Mentoring Circles program (LLMC) in 2021 in response to conversations with the people at National Defence's Materiel Group that highlighted their desire to build connections with their colleagues, contribute more, and find career opportunities.

However, to make truly meaningful change, she knew that LLMC needed to be a collective effort. By expanding the program to include the Defence Team, other government departments, and crown corporations, LLMC is breaking down silos and fostering collaboration across the public sector. With the unwavering support of Materiel Group's Assistant Deputy Minister, Nancy Tremblay, this strategic approach strengthens our leadership ecosystem, brings fresh perspectives into decision-making, and drives innovation at all levels.

Lifting as you Lead Mentoring Circles (LLMC)



Approximately 75% of leaders say mentoring played a key role in their success. (Gallup, March 2022 Study)

LLMC is a free group mentorship program that is breaking down barriers across our organizations to provide opportunities for all Canada Public Service and Defence Team members, from students to executives, to advance their careers.

Since its debut in 2021, LLMC has elevated the careers of over 2,500 participants, playing a vital role in creating inclusive leaders who create innovative workplaces, advocate for change, and take care of the people-side of business.



Program Overview



Starting in September 2025, LLMC is a free 10-week inclusive leadership development program that focuses on immersive learning in a group mentoring setting.

We offer:

- Small group mentoring circles for an immersive learning experience;
- Masterclass sessions to get you real-time leadership skills you can directly implement in your organization; and
- Ongoing opportunities to build your network of supportive mentors.



Why Group Mentoring?



Unique to LLMC is our collaborative group approach, making it the perfect complement to your existing one-on-one mentorship program.

At LLMC everyone is a mentor; including YOU.

Traditional mentoring:

- one-on-one;
- one-way; and
- unstructured.

Mentoring Circle:

- an entire team of trustworthy mentors;
- reciprocal exchange;
- discussion guidance; and
- efficient expansion of your network.



A Win-Win for Your Organization

Beyond its value as a leadership development initiative, LLMC is also a strategic investment that directly contributes to organizational success.

The far-reaching benefits include:

- Strengthening our leadership pipeline by developing future-ready leaders;
- Enhancing values-based leadership and creating a respectful workplace;
- Improving talent retention and engagement through a supportive learning culture that increases job satisfaction and reduces turnover;
- Scalable and cost-effective career development that maximizes impact with minimal resources; and
- Transfer of institutional knowledge that prevents the loss of expertise.



What Graduates Are Saying



Connect

"The program was... an experience that every public servant should have the chance to partake in. I think it really opens eyes - and often - doors."



Elevate

"LLMC has been very helpful to me in developing the skills and confidence to make strides in my career and think more strategically. It has already paid off for me in many ways."



Inspire

"It's been empowering, I now know how to navigate through my career progression and use tools available to speed up the process."

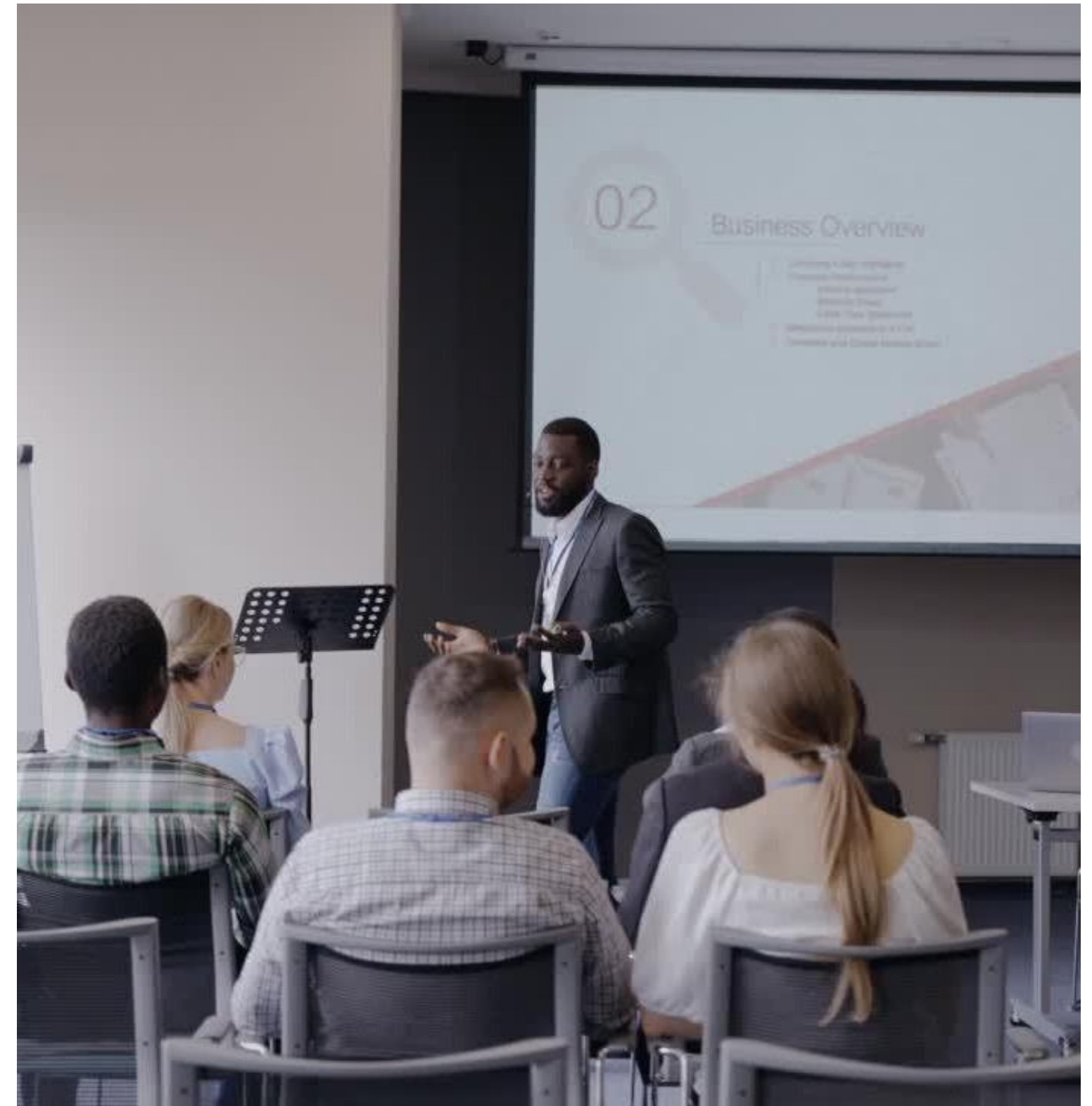
Masterclasses



Every other week, LLMC participants will attend masterclasses led by subject matter experts specializing in critical leadership skills. All sessions are 90 minutes long, recorded, and are accompanied by a [Learning Library](#) to guide self-learning and reflection.

Masterclass topics:

- Inclusive Leadership
- Mastering the Art of Negotiation
- Sponsorship and Career Building
- Diversity, Equity, Inclusion, and Accessibility: A Non-Performative Approach
- Confidence: The Science of Conquering Self-Doubt



Mentoring Circles



On alternate weeks from masterclasses, LLMC participants meet with their circle for 90 minutes.

The circle format offers a confidential and supportive environment for members to learn from one another's experiences and perspectives with the support of discussion guides. The guides are designed to complement and enhance the masterclasses, providing hands-on tools to support participants in overcoming barriers.

Participating in your circle will give you more time to explore the leadership topics studied in the masterclasses, further expanding your knowledge and practical skills.



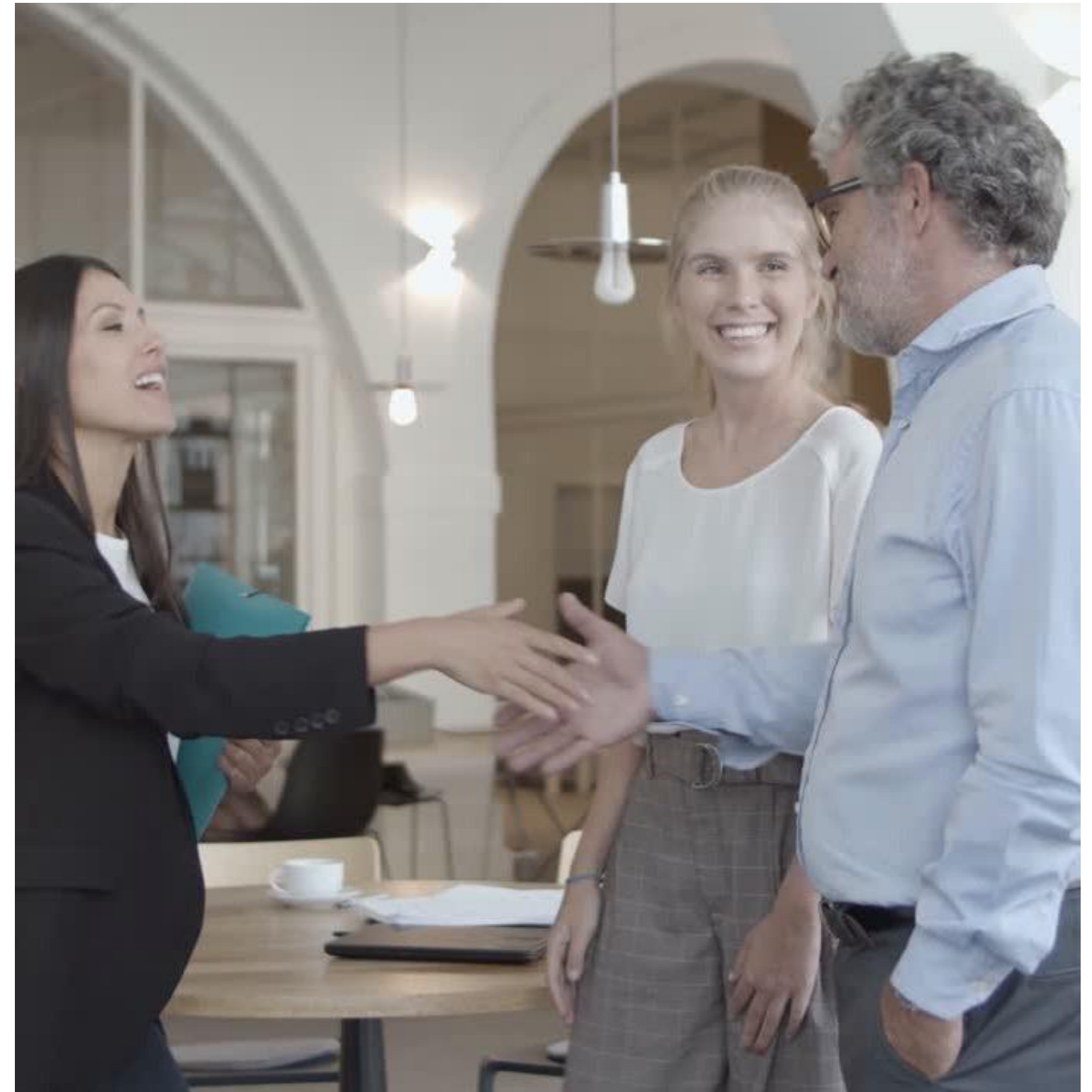


Lounges

In addition to LLMC's core programming, we offer a weekly, one-hour LLMC Lounge as an optional opportunity to expand your network of supportive mentors beyond your circle.

Open to all participants, LLMC Lounges:

- Follow an open-ended format;
- Facilitate reflection on small group experiences; and
- Provide an additional opportunity to connect with masterclass teachers.



2025 Program Schedule



Information Sessions

September 3 - 5



LLMC Launch

September 9



Pre-Circle Meets

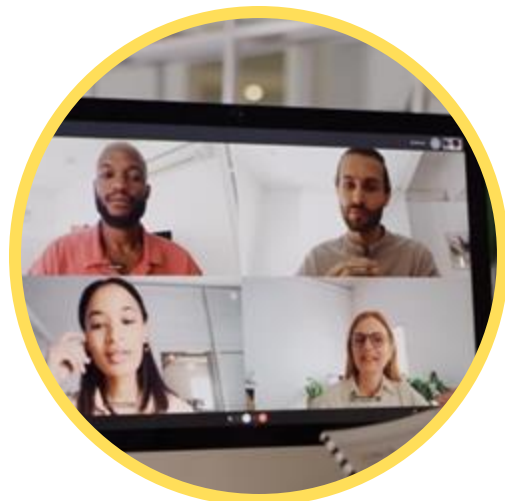
September 16 & 17



Bi-weekly

Masterclasses

Starting September 22



Bi-weekly Circles

Starting September 30



Weekly LLMC Lounge

Starting September 25

French only Lounges
available



In-Person Regional Meetups

October 2025



LLMC Graduation

March 17, 2026

Frequently Asked Questions



Is there a fee to participate in the LLMC program?

The program is free and open to all members of the Federal Public Service, the Defence Team, and Crown Corporations.

How will my circle date and time be determined?

We will assign each member to a Circle based upon the preference indicated on the application.

I want to join a circle. Will I get a mentor?

In your Circle, there will be opportunities to network and seek mentorship. However, LLMC does not contain a formal mentoring process.

Do I need my managers approval to participate?

Yes, full engagement leads to the best outcomes for everyone and that is why we expect your full participation during Circle sessions and that your manager approves. If this is a barrier, please contact us.

Will french-only circles be available?

Circles will be available in both official languages. In the application process, we ask you to select if you'd like your Circle to be in English or French.

What is the time commitment required to participate in LLMC?

The minimum time commitment required to participate in LLMC is 1.5 hours per week. If you decide to attend the optional LLMC Lounges this increases your participation to 2.5 hours per week.



The Doors are Open!



Don't miss out on this one-of-a-kind opportunity,
Lifting as you Lead Mentoring Circles registration is now open until May 31, 2025!



LLMC Cohort 5
Registration form



LLMC Success Story



<https://youtu.be/qBfuNgcVel>

Adam Emond

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DIRIGER EN

ÉLEVANT LES AUTRES

PROGRAMME DES CERCLES DE MENTORAT

CONNECTER • ÉLEVER • INSPIRER



Contact Us

Who we are

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Materiel Group, National
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Wiki Page

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LLMC Founder

Samantha Moonsammy

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