

# CAREER BOOT CAMP

COACHING, MENTORING AND SPONSORSHIP 101

SESSION 4

2026

# INSTRUCTIONS

- All attendee microphones and cameras are deactivated. The chat is disabled for attendees, but we will use it to send resources.
- Please use the Q&A button to ask your questions. Vote for a question you like by pressing the Thumbs Up button.
- This session will be given in English only. The French session is given simultaneously. To join the French session instead, exit this page, go to Sessions, and click the French equivalent.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.

# REMINDER

- This session includes discussion topics, vocabulary, and scenarios that some learners may find distressing.
- Please feel free to take breaks as needed. If you need support, remember that your organization's Employee Assistance Program is available **24/7**.

**ADDITIONAL RESOURCES CAN BE FOUND ON OUR WIKI PAGE**

# JUSTINE REYNOLDS

## (SHE/HER)

- Justine Reynolds joined the Federal Youth Network (FYN) as a Senior Advisor on secondment from Infrastructure Canada.
- Justine currently co-leads the Interdepartmental Mentoring Community of Practice (launched in 2022), as well as the “Take Me With You” Initiative Community of Practice (launched in 2024).
- Justine joined the public service originally as a Co-op student through the University of Ottawa. She has worked in a number of federal government departments including the Department of Fisheries and Oceans and the Canadian Coast Guard, Correctional Services Canada, and Statistics Canada.



# LEARNING OBJECTIVES

Understand the unique roles coaching, mentoring, and sponsorship have in career development

Identify how each approach can support personal and professional growth within the public service

Explore how to access or initiate coaching, mentoring, and sponsorship relationships

Recognize the benefits and responsibilities of being a coach, mentor, or sponsor

# LORI SHREVE (SHE/HER)

- Lori Shreve (she/her) is a senior advisor with the Western Canada and Territories (W-T) Strategic Services Branch of Service Canada. She lives on the west coast of Canada and has worked with the Government of Canada for over 30 years.
- Over this time, Lori has worked her way up through clerical and call centre roles, claim processing, leadership, and a range of business expertise positions for several different business lines, programs, and services.
- Lori is a quiet introvert who loves reading, painting, travelling and beach combing.



# ALICIA SEIFERT (SHE/HER)



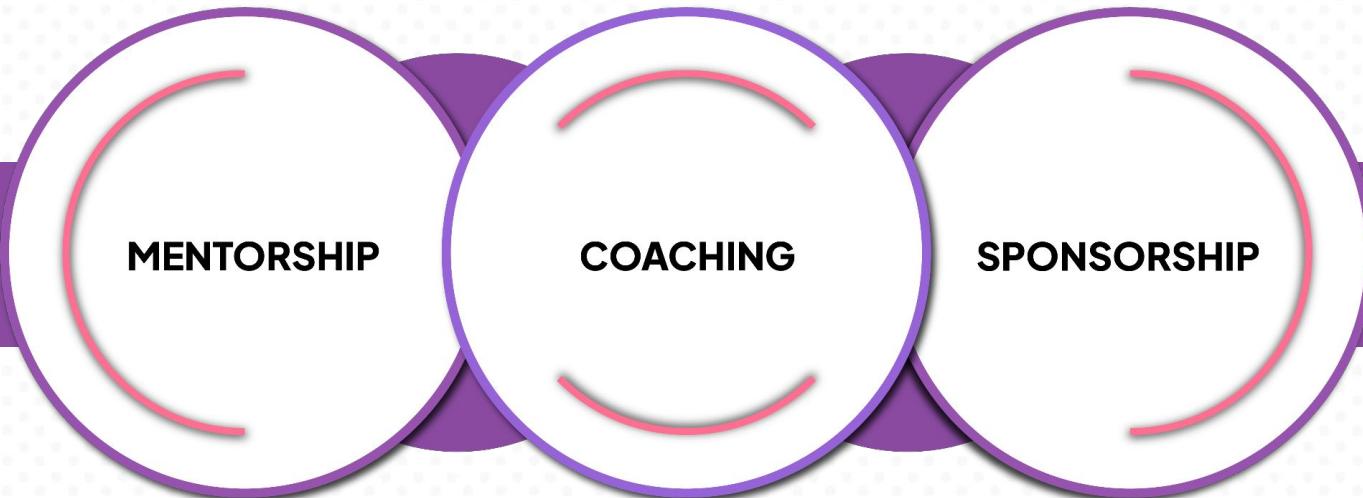
- Alicia started her public service career since her university years as a student. Alicia has worked in several roles throughout the Public Service
- In 2016, she became a manager and has held several leadership positions within the IRB.
- In 2024, Alicia was appointed as the IRB's first Champion for Black Employees and was one of the founders of the Black Employee Network there. In February 2025, Alicia joined CSPS on secondment to lead the team that is developing the Leadership Development Program for Black Managers and Supervisors.

# JENNIFER TESSIER (SHE/HER)



- Jennifer is a Senior Human Resources Analyst in the Leadership and Learning Directorate of the Human Resources Branch at the Canada Revenue Agency.
- Jennifer has worked in Human Resources for many years and has acquired experience and knowledge in several HR disciplines. She is currently responsible for coaching, mentoring and leadership development.
- She has a B.A. in Sociology from the University of Saskatchewan and a Diploma in Human Resources Management from the Saskatchewan Polytechnic Institute.

# UNDERSTANDING THE UNIQUE ROLES OF COACHING, MENTORING AND SPONSORSHIP



GUIDANCE & ADVICE

SKILLS & PERFORMANCE

ADVOCACY & VISIBILITY

# HOW EACH APPROACH CAN SUPPORT PERSONAL AND PROFESSIONAL GROWTH

## DEVELOPING FUTURE LEADERS

KNOWLEDGE TRANSFER

LEADERSHIP DEVELOPMENT

SUCCESSION PLANNING

CULTURAL ALIGNMENT

## CAREER PROGRESSION & RETENTION

CAREER ADVANCEMENT

PROFESSIONAL NETWORK EXPANSION

SKILL DEVELOPMENT

JOB SATISFACTION AND RETENTION

# HOW TO ACCESS COACHING, SPONSORSHIP & MENTORSHIP

## **COACHING (DEVELOPING SKILLS):**

Consider using a coach when you need support with specific goals and tasks, when searching for guidance and feedback to improve performance.

## **SPONSORSHIP (PROMOTING CAREER PROGRESSION):**

Consider using a sponsor when you need support advocating for your career development.

## **MENTORING (FOSTERING DEVELOPMENT):**

Consider using mentorship when searching for a supportive long-term relationship where a mentor shares their knowledge, wisdom, and experience to guide your personal and professional growth.

# HOW TO ACCESS COACHING, MENTORSHIP & SPONSORSHIP

## WHERE TO FIND THE OPPORTUNITIES

The “GCMentorGC” Interdepartmental Mentorship Community of Practice is under the Federal Youth Network (FYN) and is a place for individuals to connect with others working on mentoring files to collaborate and share effective practices and common issues with mentoring programming across the GC.

## HOW TO PREPARE YOURSELF FOR THESE OPPORTUNITIES:

1. **DELIVER EXCELLENCE:** Consistently perform and exceed expectations so your work speaks for you.
2. **COMMUNICATE YOUR AMBITION:** Share career goals clearly so potential managers know where you want to grow.
3. **FOLLOW UP WITH VALUE:** Keep them informed of your wins and show appreciation for their support and/or advocacy.
4. **BUILD VISIBILITY:** Volunteer for extra initiatives or community work, micro missions etc. – Get involved.
5. **SEEK STRATEGIC RELATIONSHIPS:** Cultivate authentic connections with leaders who have influence and with those you look up to. Aim to build authentic relationships, regardless of someone's position or level.
6. Ask for tangible feedback if you aren't getting a positive response from management.

USEFUL LINKS: [Mentor Workshop - May 2025 - Bilingual Version.pptx - Google Slides](#) // [Mentorship Resources - wiki](#)

# BENEFITS AND RESPONSIBILITIES OF MENTORING, COACHING AND SPONSORSHIP

## MENTOR

Share knowledge of public service culture, policies, and career pathways.

Provide guidance on navigating organizational structures and processes.

Offer constructive feedback and help identify development opportunities.

Act as a sounding board for career decisions and challenges.

## COACH

Help employees set clear, measurable goals for skill development.

Use structured techniques to build self-awareness.

Support problem-solving and decision-making without giving direct answers.

Foster accountability by tracking progress and celebrating milestones.

## SPONSOR

Advocate for high-potential employees in talent discussions and promotions.

Connect individuals to strategic projects and visibility opportunities.

Use influence to open doors for leadership programs or stretch assignments.

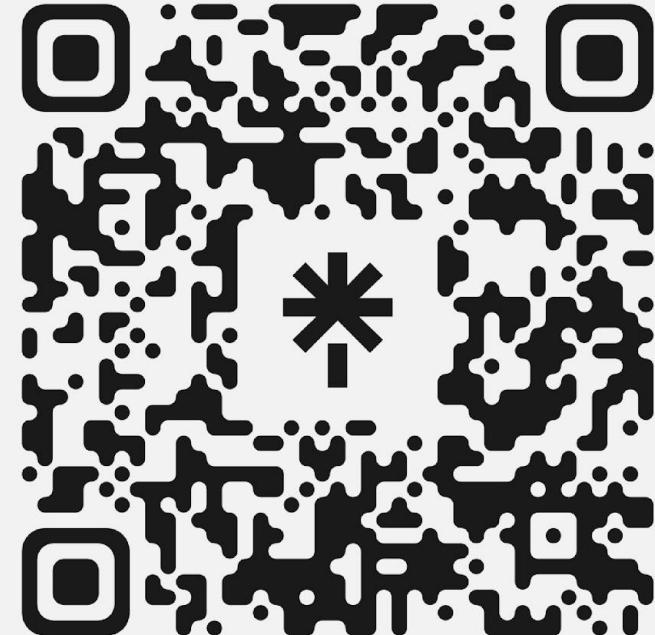
Champion diversity and inclusion by sponsoring underrepresented talent.

# QUESTIONS

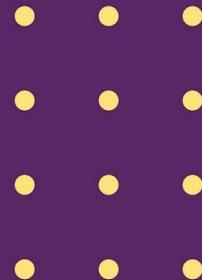


# THANK YOU

CAREER BOOT CAMP



# UPCOMING SESSIONS



SESSION 5

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BALANCE IN ACTION: TOOLS  
TO PREVENT BURNOUT

JANUARY 27

1:00pm - 2:00pm (EST)

