

LIFTING AS

YOU LEAD

MENTORING CIRCLES PROGRAM

CONNECT • ELEVATE • INSPIRE



DIRIGER EN

ÉLEVANT LES AUTRES

PROGRAMME DES CERCLES DE MENTORAT

CONNECTER • ÉLEVER • INSPIRER

LLMC 2024 Presentation

Presentation:

https://www.canva.com/design/DAGCEDXapQM/kalIVOeBaBRjnwX5yETQ7Q/edit?utm_content=DAGCEDXapQM&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton

Quick Links:

- LLMC 2024 Program Information: https://wiki.gccollab.ca/Lifting_as_you_Lead_Mentoring_Circles_Program_2024
- LLMC 2024 English Application: <https://forms.office.com/r/4rxxcIUXXs>
- Video - Testimonials from the Lifting as you Lead Mentoring Circles Program: https://www.youtube.com/playlist?list=PLmkq1OtGAfRj7Pt13_zw0CHPvRkn1jVYs
- 2023 Graduation Ceremony Video and transcript: https://wiki.gccollab.ca/LLMC_Cohort_3_Graduation_Transcript_-_DEAPCM_cohorte_3_transcription_du_remise_des_dipl%C3%B4mes

Slide #1	<p>Good afternoon, everyone and welcome. We are thrilled to share this space with you today and introduce you to the Lifting as you Lead Mentoring Circles program - commonly referred to as LLMC.</p> <p>LLMC is a one-of-a-kind program created to make a difference in the Federal Public Service. It is the largest group mentoring program for Government of Canada Public Service Members and Canadian Armed Forces members. It helps participants pursue both personal and professional growth.</p>
Slide #2	<p>Health Check-In</p> <p>Before we begin today's event, let's do a check-in. The intent of LLMC is to have safe conversations about important subjects that will help transform the Federal Public Service by creating diverse and inclusive, psychologically safer workplaces.</p>

	<p>The subjects may be difficult for some people to discuss. If at any point during this event you feel that you need to step away, you may leave in order to protect your mental health.</p> <p>Your health comes first.</p> <p>If you need to talk to someone, whether before, during, or after the event, there is support available to you 24/7.</p> <p>Please note the contact information on this slide and in the chat.</p> <p>Now let's allow some time to reflect during our land acknowledgement.</p>
Slide #3	<p>Land Acknowledgement</p> <p>We acknowledge that our offices, located in Ottawa, are on the Territory of the Anishinaabe Algonquin Nation, whose presence here reaches back to time immemorial.</p> <p>We also recognize the Algonquins as 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 voice and values of our Host Nation.</p> <p>Further, we respect and affirm the inherent and Treaty Rights of all Indigenous Peoples across this land. We have and will continue to honour the commitments to self-determination and sovereignty we have made to Indigenous Nations and Peoples.</p> <p>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.</p> <p>This land acknowledgement was developed by members of the Algonquin community, and we thank them for their generosity and collaboration.</p> <p>Please take a moment to identify and reflect on the territories on which you reside and work. If you are unsure, please visit native-land.ca</p>
Slide #4	<p>The Lifting as you Lead Mentoring Circles (LLMC) program is a groundbreaking initiative created by the Diversity and Inclusion Office within the Materiel Group, National Defence.</p> <p>The LLMC program is open to everyone in the Federal Public Service and Canadian Armed Forces.</p> <p>LLMC's registration is now open for its 4th cohort. We hope to continue the momentum of transforming the Federal Public Service by bringing together thousands of participants from more than 50 government departments.</p> <p>This strong and thriving community of inclusive leaders at all levels engage together in</p>

	<p>mentoring circles to advance the principles of diversity and inclusion within the public service. YOU could be one of these change-makers!</p> <p>During our time together today, we are going to explore:</p> <ul style="list-style-type: none"> - Everything you need to know about applying to LLMC. - Who is this program for? - Why representation matters. - How you can be a co-conspirator for change in your organisation?
Slide #5	<p>Let's get started with some introductions.</p> <p>[Insert your information - Sam's (in red) for example] [My name is Samantha Moonsammy and I lead the Diversity, Equity and Inclusion portfolio at Materiel Group National Defence, and I am the creator of the Lifting as you Lead Mentoring Circles program - the largest group mentoring program for the Government of Canada. But I am much more than that. My layers include being a woman, mother, partner, daughter, sister, community builder and immigrant.</p> <p>I identify as an Indo-Caribbean Canadian. I was born in Guyana, South America and immigrated to Canada as a toddler. From a young age, dating back to elementary school I can remember helping to amplify the voice of others and create sustainable change in organisations. As a child I consulted on the Safe Schools policy, and I learned very early in life that you can use your voice for change. Today, I am a “boy mom” to multi-racial children and I am motivated to build a better world and organizations that are psychologically safe—where everyone has a fair chance to climb the leadership ladder. Representation matters! My daily mantra is - If you are not changing it, you are choosing it.]</p> <p>Thank you for allowing me to share my layers with you today. We look forward to learning more about you and your layers in LLMC.</p>
Slide #6	<p>Let's get some historical context on LLMC. Why was LLMC created?</p> <p>LLMC was created in 2021 based on consultations with the people at Materiel Group at National Defence. The consultations at the time were taking place as part of LLMC Founder Samantha Moonsammy's new role as the Diversity and Inclusion Section Head as she worked on creating the Diversity and Inclusion Action plan for the organization. The conversations she participated in highlighted many things. People wanted to build connections with their colleagues, they wanted to contribute more, and they wanted the chance for promotions. The challenge was they didn't know where to start.</p> <p>And I don't blame them. As a collective, we had already been through so much.</p> <p>Let's look at how the world had changed around the time Sam took this new position in Diversity and Inclusion at National Defence.</p> <ol style="list-style-type: none"> 1. [March 2020] Covid changed everything. During the pandemic, the majority of our

	<p>organisations pivoted to a virtual workplace. This caused isolation and today... creates opportunity for all of us to re-think and re-build our workplaces.</p> <p>2. [May 25, 2020] - The next significant world event was the murder of George Floyd by a police officer that technology allowed all of us around the world to witness in real-time. It re-ignited a movement for Black Lives Matter. This sparked a global discussion on how we can address systemic racism and make our organizations and communities more inclusive.</p> <p>3. [Post May 2020] - George Floyd's murder prompted unprecedented change. Corporations, governments, and organizations all around the world started Diversity and Inclusion offices to implement practical actions for systemic change. We all started to play catch up and focused on actions that were long overdue. Our Canadian leaders including the Clerk, the most senior leader in the Government of Canada shared their deep reflection on the unjust treatment of Black people, other racialized groups, and Indigenous Peoples in our society.</p> <p>4. In January 2021 - The Clerk, the late Ian Shuggart, gave the Federal Public Service an incredible gift - The Clerk's <u>Call to Action on Anti-Racism, Equity, and Inclusion</u>, which sets common expectations for leaders across the Public Service to take practical actions.</p> <p>Just as LLMC founder Samantha Moonsammy did in her role, the Clerk took the time to listen to public servants come forward and courageously share their lived experiences and it was clear. The time is now to remove systemic racism from our institutions and from our culture.</p> <p>5. [Unmarked graves] A few months after the Clerk's Call, Canadians experience more pain and outrage when the unmarked graves of 215 Indigenous children were found on the grounds of the former Kamloops Indian Residential School in British Columbia. The Government of Canada responded immediately making promises to address historical wrongs and commitments to reconciliation.</p> <p>This is a lot of lived experiences in a very short period of time. It left Sam in deep reflection. She knew we needed to do something revolutionary in this space.</p>
Slide #7	<p>Referring back to the Clerk's Call to Action in which he says, "Building a diverse, equitable and inclusive Public Service is both an obligation and an opportunity we all share.</p> <p>We must advance this objective together, acting both individually and collectively, and recognizing that our progress will rely on amplifying the voices of those within our organizations to help lead the way."</p> <p>The answer was found right in the Clerk's Call to Action.</p> <p>LLMC was built to respond to the Call to Action. No more empty gestures.</p>

	<p>So, the Diversity and Inclusion Office created a real people-powered program with real results to advance inclusive workplaces together. Commit to amplifying the voices of those within our organizations to help lead the way.</p>
Slide #8	<p>It was time for real change.</p> <p>Rosabeth Moss Kanter in 1977 said, “In any change process, there are three groups. There’s a twenty percent, who you don’t have to convince and there is a seventy percent sitting on the fence. If the twenty percent move, the seventy will follow. Then there’s a ten percent - things were good in 1901.</p> <p>If you want to architect change, you must identify and mobilise the twenty percent.”</p> <p>So, it was time.</p> <ul style="list-style-type: none"> - Time to stop being performative. - Time to move beyond the check boxes. - Time to re-imagine learning events so there’s room for rich conversations, sharing layers, applied learning and connection. <p>And that is when LLMC was born.</p>
Slide #9	<p>The Lifting as you Lead Mentoring Circles Program is one of a kind and was created to make a difference in the Federal Public Service. It is the largest group mentoring program for Government of Canada and Canadian Armed Forces members. It helps participants pursue both personal and professional growth.</p> <p>LLMC is a people-powered movement and answers the Clerk’s Call to Action. Through this lens, the LLMC program provides members with an innovative space and opportunity to actively participate in making our workplaces inclusive while building their leadership skills.</p>
Slide #10	<p>LLMC began in 2021 and since then over 1500 members of the Federal Public Service have participated in the program. Many graduates also return to participate year after year to use their voice for change and to continue to connect, elevate and inspire.</p> <p>In 2023 they program welcomed:</p> <ul style="list-style-type: none"> - 779 participants across 59 departments and agencies, creating 79 mentoring circles. <ul style="list-style-type: none"> - Circle members included Executives, Managers, Team Leaders, members of all levels and classifications. - These included Canadian Armed Forces members of all ranks. - Members from coast to coast to coast across Canada and the world
Slide #11	<p>LLMC is a unique leadership development experience.</p> <p>LLMC is a 10-week inclusive leadership development program that focuses on immersive learning in a group mentoring setting.</p>

	<p>This is not your typical mentoring experience. So, you might be asking yourself:</p> <p>How will a group mentoring program benefit me?</p> <p>At LLMC you don't just get the one-on-one mentor/mentee experience. The mentoring circles format is what makes LLMC unique. Past participants tell us they have made life-changing connections in LLMC.</p> <p>In traditional mentoring, it is usually a one-way mentoring experience where your mentor gives your advice and helps you navigate your career.</p> <p>At LLMC you get a team of trustworthy mentors in your circle who are there to help you reach your goals in a safe and brave space.</p> <p>The Mentoring Circles format is a supportive space that can help members learn from each other's experiences and benefit from new ways of thinking.</p>
Slide #12	<p>So, let's go through the schedule together.</p> <ul style="list-style-type: none"> - LLMC 2024 takes place over 10 weeks from September to December. - Every participant is matched into a small group known as a "Mentoring Circle" with 6-10 other members. - Participation can range from 1 ½ - 2 ½ hours per week. - Your participation will include the weekly virtual circle sessions with your group and Masterclasses on the key topics (Sponsorship, Leadership, Non-Performative DEI, Negotiation and Mental Health). - There are also great networking opportunities happening outside your circle. This includes virtual Weekly Office Hours and in-person regional events. <p>Next let's hear from some of our LLMC participants on their lived experiences in the program - they include members from across Government and the CAF.</p>
Slide #13	Play LLMC Promotional Video
Slide #14	<p>I love this video. It propels me to take action and make a difference.</p> <p>Are you ready to join us at LLMC?</p> <p>Applications are Now Open</p> <p>The LLMC Program is ...</p> <ul style="list-style-type: none"> - Inclusive. Inclusion Means Everyone - Join us - Executives, Managers, Team Leaders, members of all levels and classifications. - We welcome Canadian Armed Forces members of all ranks.

	<p>And we believe that Representation Matters</p> <ul style="list-style-type: none"> - So, Leaders from the majority we need you to lift us higher. - Black and Indigenous members we need you at the table. - Historically marginalized communities we need you to claim your space. <p>LLMC is a brave and welcoming space. We invite you to claim your space and share your layers both visible and invisible. During this program you will be developing your leadership skills so you can use your voice for change and build inclusive and diverse organisations.</p> <p>Let's now check out more testimonials from our LLMC graduates on how LLMC connected, elevated, and inspired them.</p>
Slide #15	<p>On Connection</p> <p>A strong and vast network brings a level of psychological protection that is paramount to surviving in a workplace that is not always the fairest place. The LLMC slogan is Connect, Elevate, and Inspire, and I believe it speaks to the attitude we need to have to be happy in our personal and professional lives.</p> <p>"I was able to use this platform and my group as a great resource, they were challenging, organized, and supportive. We helped each other through the content, and this allowed for discussions beyond the topics covered."</p>
Slide #16	<p>LLMC elevates participants by facilitating personal and professional growth through insightful discussions.</p> <p>LLMC participants come from coast to coast to coast. Everyone is provided a window to open new connections across departments and across Canada.</p> <p>Having this opportunity to build meaningful relationships with a diverse cohort really accelerates career development as it expands one's network beyond their existing team and organisation.</p> <p>QUOTES (Elevate)</p> <p>"I found that the program helped me feel more confident in approaching managers about my career opportunities and recognizing more strengths that I did not see before."</p> <p>"I now have the confidence to speak up about issues that are affecting me, I do have a voice!"</p> <p>"This course has been very helpful to me in developing skills and confidence to make strides forward in my career and think more strategically. It has already paid off for me in many ways."</p>
Slide #17	<p>Another beneficial aspect of the LLMC program is that it fosters a psychologically safe environment for enhanced workplace experiences.</p>

	<p>It fosters a strong sense of belonging, connecting people with others who have experienced similar struggles and with those who can lift them higher. It creates brave spaces, nurturing a profound sense of belonging for all participants, and advocates for the advantages of a diverse, equitable, and inclusive workplace. Additionally, participants gain valuable mentorship and sponsorship opportunities.</p> <p>QUOTES INSPIRE</p> <p>“This has been a fantastic learning opportunity, and everyone would benefit from taking part in such a program.”</p> <p>“It’s been empowering, I now know how to navigate through my career progression and use tools available to speed up the process.”</p> <p>“During the first circle and masterclass, there was a lot of discussion on selection processes and barriers and issues that people faced when trying to apply for new positions or promotions. I really valued hearing these stories and have implemented a lot of new ideas in my role as a Staffing Advisor.”</p>
Slide #18	<p>Join us in LLMC - The Doors Are Open!</p> <ul style="list-style-type: none"> - The Lifting as you Lead Mentoring Circles is an immersive program dedicated to fostering mentorship, sponsorship and inclusivity within the public service. It holds the promise of nurturing a new generation of leaders who will champion diversity and equity, not merely as a slogan but as a lived reality. - Inclusion is not just about words, it’s about actions, and the LLMC program is taking meaningful steps in the right direction. - Thank you for joining us today. We now ask you to: <ul style="list-style-type: none"> 1. Consider applying. Applications close on June 30. 2. Help us bring LLMC to every boardroom, leadership table, internal communications message in your organisation. Let’s grab a pen and make a list of your Top 10 inclusive leaders and colleagues and invite them to apply and claim their space in LLMC 2024. - Let us continue to lift each other higher, to share our knowledge, and to pay forward this exciting opportunity.
Slide #19	<p>Here’s the QR code that leads you to the application form to apply.</p> <p>Together, we’ve built a community founded on peace, determination, and collective action. Let us carry this spirit forward, embracing the challenges ahead with open hearts and unwavering resolve.</p>

	<p>Thank you all for joining us today, graduates and guests, LLMC 2023 has been incredible!</p>
Slide #20	<p>Here's to the next chapter, filled with endless possibilities and boundless potential.</p> <p>This presentation is available as a video-on-demand recording on the Diversity and Inclusion Wiki page and live presentations like this one can be set up for you by contacting: diversityandinclusion-diversiteetinclusion@forces.gc.ca</p> <p>Thank you for using your voice for change and for sharing this opportunity with your colleagues and professional network.</p> <p>We look forward to seeing you in September at LLMC Cohort #4. Have a wonderful rest of your day.</p>