



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

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 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.



Together we are going to explore...

1

What You Need to Know About **Applying** to the Lifting as you Lead Mentoring Circles Program

2

Who Should Apply - deadline June 30, 2024

3

Why Representation Matters

4

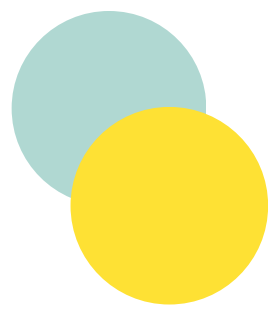
How You Can be a **Co-Conspirator for Change** in Your Organization



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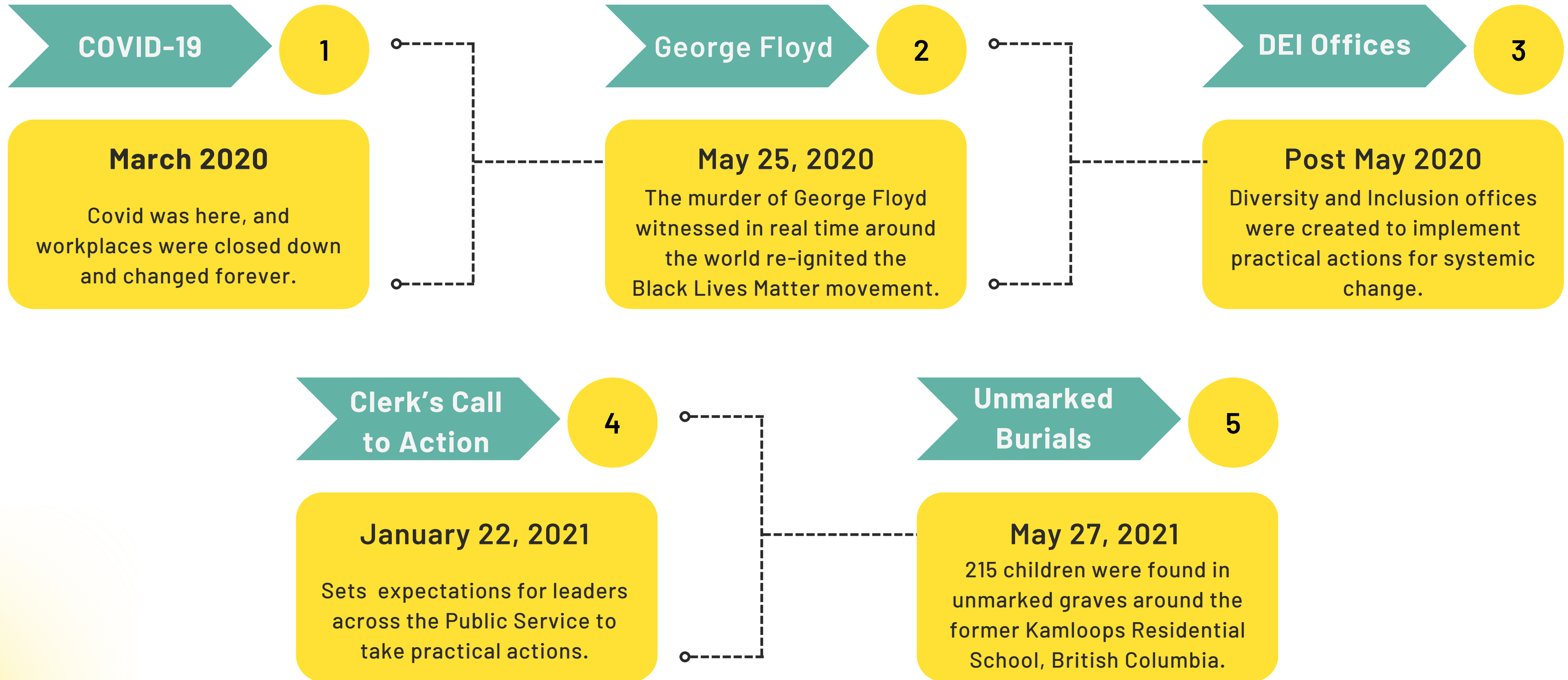
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World Events That Shaped LLMC



The world has changed. Let's take a look.





Clerk's Call to Action

Building a diverse, equitable and inclusive Public Service is both an obligation and an opportunity we all share.

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.





Time for Change

**If you're not changing it,
you're choosing it.**

- ✓ Time to stop being performative.
- ✓ Move away from simply tracking demographics.
- ✓ Re-think mandatory training events and guest speakers.





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 and **building their leadership skills**.

Connect



Elevate



Inspire



In 2023, the LLMC program welcomed...

**More than 779 participants from
over 59 departments and
agencies.**

- Executives
- Managers
- Team Leaders
- Members representing all levels and classifications
- Canadian Armed Forces of all ranks
- Colleagues from coast to coast to coast across Canada and around the world





A Unique Leadership Development Experience

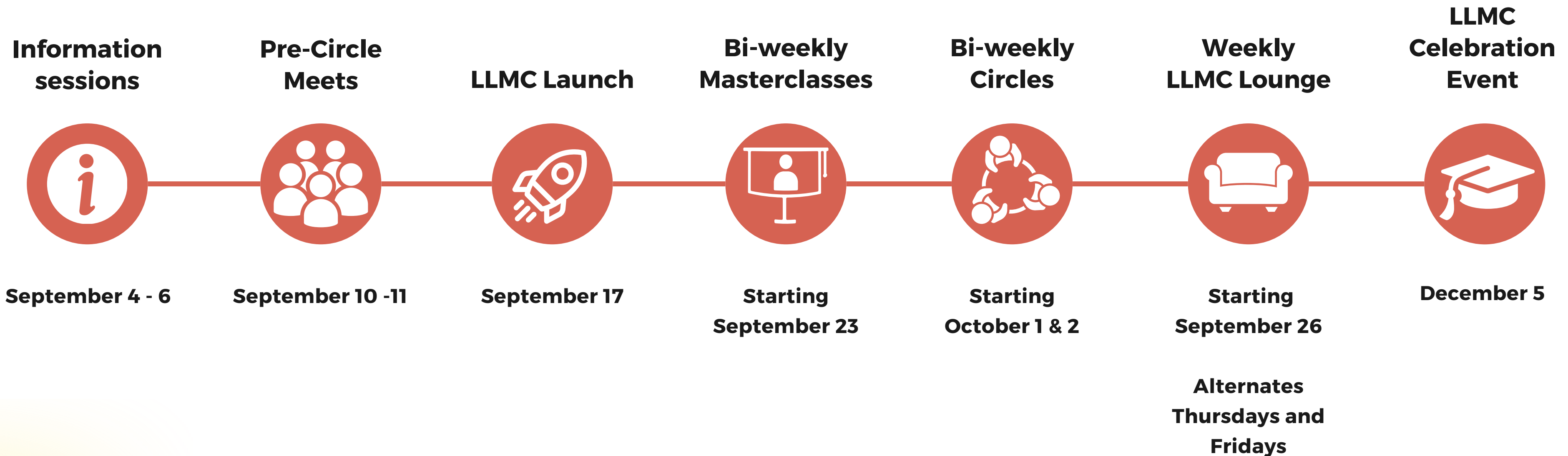
**Not your typical mentoring
experience.**

**LLMC is a 10-week Group
Mentoring Program focused
on Inclusive Leadership
Development.**




LLMC 2024

Explore the schedule and discover if the program resonates with you.



Program Length - 10-weeks.
Weekly time commitment is 1.5 - 2.5 hours.

A woman with long, wavy brown hair is shown from the chest up, wearing a bright pink blazer over a white top and a gold necklace. She is looking slightly to her left and appears to be speaking. The background is a modern office space with large windows and a metal railing.

The Lifting as you lead Mentoring Circles program is one-of-a-kind



Applications are now open!

Inclusion Means Everyone, Always



<https://forms.office.com/r/4rxxciUXXs>

Connect



“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.”



“I was able to use this platform and my group as a great resource. The mentoring circles were challenging, organized, and supportive. We helped each other through the content and this allowed for discussions beyond the topics covered.”



Elevate



“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.”



“I now have the confidence to speak up about issues that are affecting me, I do have a voice!”



“LLMC 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.”



“This has been a fantastic learning opportunity and everyone would benefit from taking part in such a program.”



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



“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 valued hearing these stories and have implemented a lot of new ideas in my role as a Staffing Advisor.”

inspire



Join us in LLMC The Doors are Open!

**Thank You For Joining Us Today!
Help Us Take Action.**

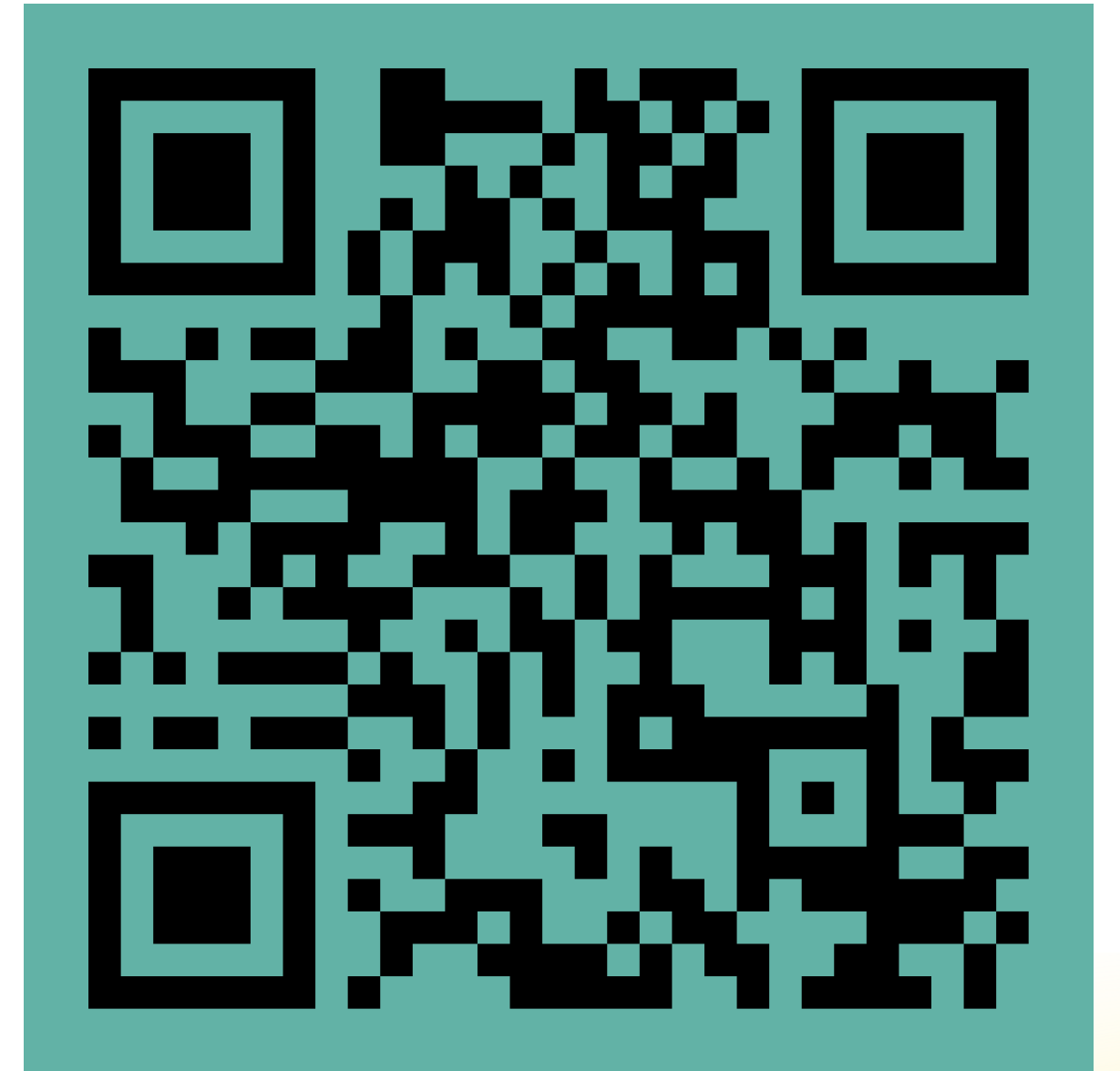
1- Consider applying and encourage others to apply. Applications close on June 30.

2- Help us bring LLMC to every boardroom, leadership table, Internal Communications message in your organisation.





Apply Today



<https://forms.office.com/r/4rxxciUXXs>



Let's Connect



diversityandinclusion-diversiteetinclusion@forces.gc.ca



https://wiki.gccollab.ca/Diversity_and_Inclusion_Office



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