

CAREER BOOT CAMP

reverse

mentoring

26

CAMP de CARRIÈRES

mentorat

inversé

Justin Lai

(HE/HIM)

- Justin Lai currently works as a project officer within Principal Publisher in the Digital Services Directorate as part of Integrated Channel and Solutions, Employment and Social Development Canada.
- Justin has a Bachelor's in Education and Labour Studies. He's marking his 5-year milestone as a public servant in February, with experience in frontline operations, DEI at ADMO, and Jordan's Principle at ISC
- Justin has moderated previously for the Federal Youth Network, IRCC Learning Academy, and have led working groups with the Network of Asian Federal Employees (NAFE)

ICS  MSSSI



Hayley ELLIS

(SHE/HER)

- Hayley began her public service career as a student at the Canada Revenue Agency (CRA), where she transitioned into the role of Income Tax Auditor.
- Demonstrating a strong commitment to learning and development, she served as co-chair of her local Young Professionals Network for three years. In this capacity, she organized various learning events, notably leading the office's first virtual career fair in 2021.
- Currently, Hayley is a project manager for the Federal Youth Network (FYN), where she plans events for new and young public servants. In this role, she continues to foster professional growth and collaboration within the public service community.



LEARNING OBJECTIVES

Cultivate Tailored Storytelling

Build Trust and Meaningful Relationships

Enhance Communication Skills

Cultivate Tailored Storytelling

- Participants will understand the importance of customizing narratives to connect effectively with diverse audiences.

How:

While tailoring stories can foster understanding, it's crucial to set boundaries to prevent excessive personal sharing. Leaders can create guidelines around storytelling that encourage sharing relevant experiences without diving deeply into personal circumstances. Encourage sharing that focuses on growth and learning rather than merely recounting painful experiences or resolving problems.

Build Trust and Meaningful Relationships

- Participants will learn techniques to strengthen business relationships and foster a supportive atmosphere.

How:

Quick and effective relationship-building can be difficult but not impossible. Introducing structured activities like team-building exercises or mentorship programs can help. While some relationships develop quickly, others will naturally take time to establish. Setting realistic timelines (i.e. a few months to form solid connections) can manage expectations and encourage ongoing engagement.

Enhance Communication Skills

- Participants will learn strategies to openly ask for help and share experiences, fostering a culture of inclusion.

How:

Management and senior leaders can model this behaviour by regularly seeking feedback and demonstrating vulnerability in their communications. This approach humanizes leadership, showing that asking for help is not a weakness, even within a hierarchical structure. Encouraging leaders to share appropriate examples of their own challenges can help establish this culture without undermining formal roles.

Discussion Questions

- What does this topic mean to you in your current role or career journey?
- What challenges have you experienced related to this area, and how did you approach them?
- How do you see this topic evolving in the public service over the next few years?
- What skills or mindsets do you think are most important for success in this area?
- What role do collaboration and communication play in addressing this topic?
- How do you think different generations or perspectives influence this conversation?
- What opportunities do you see for innovation or improvement in this space?
- What advice would you give someone just starting to think about this topic?
- How can we make this topic more inclusive and accessible to everyone in the workplace?
- What's one thing you've learned recently that changed how you think about this area?

Questions de discussion

- Que signifie ce sujet pour vous dans votre rôle actuel ou votre parcours professionnel?
- Quels défis avez-vous rencontrés dans ce domaine et comment les avez-vous abordés?
- Comment voyez-vous ce sujet évoluer dans la fonction publique au cours des prochaines années?
- Quelles compétences ou attitudes pensez-vous être les plus importantes pour réussir dans ce domaine?
- Quel rôle jouent la collaboration et la communication pour aborder ce sujet?
- Comment pensez-vous que les différentes générations ou perspectives influencent cette conversation?
- Quelles opportunités voyez-vous pour l'innovation ou l'amélioration dans ce domaine?
- Quel conseil donneriez-vous à quelqu'un qui commence à s'intéresser à ce sujet?
- Comment pouvons-nous rendre ce sujet plus inclusif et accessible à tous en milieu de travail?
- Quelle est une chose que vous avez apprise récemment qui a changé votre façon de voir ce domaine?

THANK YOU

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