



MATERIEL GROUP'S DIVERSITY & INCLUSION OFFICE

# LIFTING AS YOU LEAD

MENTORING CIRCLES PROGRAM

**CONNECT** • **ELEVATE** • **INSPIRE**

OPEN TO ALL GOVERNMENT OF CANADA EMPLOYEES

## INFORMATION SESSION



# What is the Lifting as you Lead Mentoring Circles Program?

- Grounded in the 2022/2023 Deputy Minister Commitments on Diversity and Inclusion and the Clerk's Call to Action
- Responds to the people in our organization requesting meaningful networking and learning opportunities
- Ten-week leadership development program
- Delivered in Mentoring Circle and Masterclass formats







# Why a Circle?

- An opportunity for peer-to-peer learning
- Provides a collaborative learning environment
- A safe space to share your struggles, listen, advise and celebrate one another





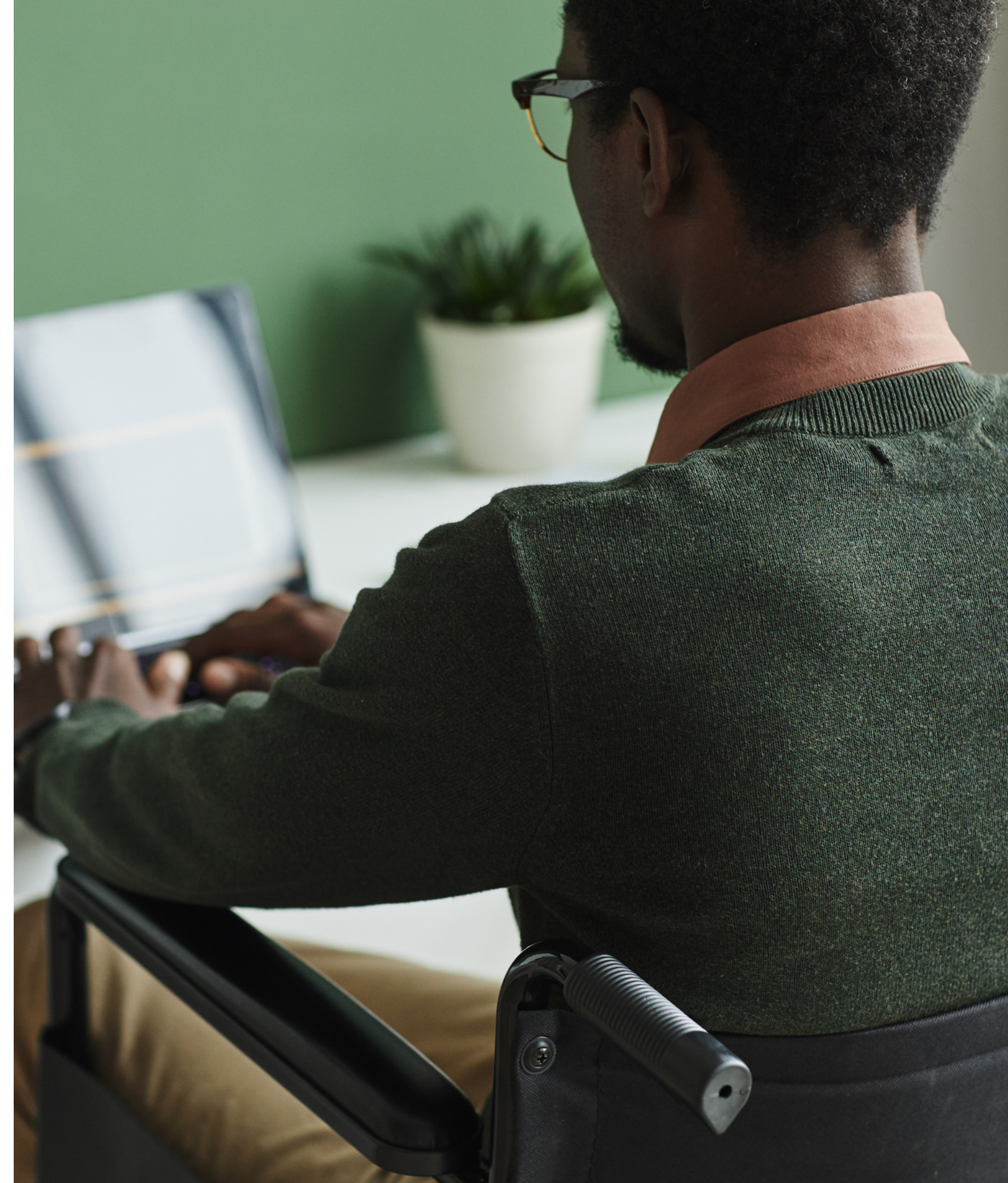
# Circle Values

- **Equality:** Everyone is an equal member
- **Substance:** Share what's important
- **Openness:** Listen and avoid judgements
- **Respect:** Treat others as they would like to be treated



# Circle Ground Rules

- **Confidentiality:** Trust is critical
- **Communication:** Be authentic and honest - listen with empathy
- **Commitment:** Be fully present and attend all five Circle sessions - no multitasking





# Who is a Circle Member?

- Open to all Government of Canada employees
- Students to executives and everyone in between
- More than 900 of your fellow Federal Public Service members have participated in the LLMC program.







# Circle Member Expectations

1. Follow ground rules and values
2. Be committed
3. Be respectful
4. Be camera ready
5. MS Teams account avatar or photo
6. Have a stable Wi-Fi connection
7. Microphone etiquette
8. Complete home assignments
9. Actively participate
10. Connect and have fun



# Circle Leader Expectations

1. Bring positive energy
2. Reinforce rules and expectations
3. Attend pre-session meetings
4. Speed of speech
5. Build rapport
6. Handle logistics
7. Touch points with Circle members





# **Assistant Circle Leader Expectations**

- 1. Keep track of time**
- 2. Provide technical support**
- 3. Attend pre-session meetings**





# **Zero Tolerance Criteria**

**We value and champion equality, substance, openness and respect. Discriminatory feedback, consistent negative energy and insulting comments could result in blocked access to the rest of the meetings and other program sessions in the future.**





# Program Overview

- Five Circle meetings that utilize a group mentoring format
- Five Masterclasses with a coach to elevate the subject matter
  - Sponsorship
  - Leadership
  - Negotiation
  - Non-performative DEI
  - Mental Health





# Circle Schedule

- **Sponsorship and Career Building**
  - week of September 25, 2023
- **Inclusive Leadership**
  - week of October 9, 2023
- **Mastering the Art of Negotiation**
  - week of October 23, 2023
- **Non-Performative Diversity, Equity and Inclusion**
  - week of November 6, 2023
- **Mental Health and Psychological Safety**
  - week of November 20, 2023



CONNECT • ELEVATE • INSPIRE



CONNECTER • ÉLEVER • INSPIRER



## Coach

A person who helps you develop your soft skills. This relationship is driven by you and your coach to gain feedback on your development in an informal process.



## Mentor

A person you choose to help you navigate your career path. A mentor advises and guides your choices, to help get you where you want to go.



## Sponsor

A person in a position of power or influence advocates for and actively supports individuals from deserving equity groups, thereby helping them advance their careers and overcome systemic barriers.





# Circle Format

- **Icebreaker**
- **Group Activity**
- **Discussion**
- **One Action**

**One Action is a concrete thing you're going to do before your next Circle as part of your commitment to improving yourself, your workplace and your community.**





## ■ CIRCLE TOOLBOX

- Program Guide
- Discussion Guides
- Feedback Forms
- Q&A session
- Emails
- Office Hours

## ■ CIRCLE TIMEFRAME

- 75 minutes
- For maximum collaboration and clear expectations

## ■ CIRCLE SIZE

- The optimal number is 6-10 members per Circle



# Masterclass Topics

- **Sponsorship Matters - Why Everyone Needs a Sponsor and Mentor**
  - October 4, 2023
- **Confident Leadership at all Levels**
  - October 18, 2023
- **Negotiation - Tactics to Achieve Win-Win Outcomes**
  - November 1, 2023
- **Taking Action in DEI in the Workplace: A Non-Performative Approach**
  - November 15, 2023
- **The Power of Inclusive Leadership - Mental Health Wellness Through Storytelling**
  - November 29, 2023





# Why participate?

- Develop leaders at all levels
- Foster a deeper sense of community and belonging
- Make new connections with people who share common interests and learning objectives







# Connect

- Engage with colleagues and senior management across the Federal Public Service.
- Develop essential mentoring and sponsorship skills.
- Improve communication and public speaking skills.
- Develop inclusive leadership skills.





# Elevate

- Achieve personal and professional growth through thoughtful discussion topics.
- Build meaningful relationships with diverse participants.
- Fast-track your career with new resources.
- Expand your Federal Public Service network.





# Inspire

- Foster a psychologically safer environment that improves workplace experiences.
- Create brave spaces that cultivate a deeper sense of belonging for everyone.
- Share the benefits of a diverse, equitable and inclusive workplace.
- Participate in mentorship and sponsorship opportunities.



# Our Goal for Circle Members

- Equip you with a toolbox of new skills and ideas
- Connect Sponsors with Protégé(e)s
- Connect you with people across the Federal Public Service
- Surround you with people who will lift you higher





# Questions?



**To submit a question, please access the Question & Answer section through Slido via [www.slido.com](http://www.slido.com) and enter the code LAYL. You can also choose to scan the QR code on the left.**



# There's power in people coming together

**Apply Now!**

**Deadline: July 31, 2023**



**[https://wiki.gccollab.ca/Lifting\\_as\\_You\\_Lead\\_Mentoring\\_Circles\\_Program\\_2023](https://wiki.gccollab.ca/Lifting_as_You_Lead_Mentoring_Circles_Program_2023)**



**DiversityandInclusion-  
Diversiteetinclusion@forces.gc.ca**

