﻿**Séance d'information pour les mentors de l'OEÉSH // EOSD Mentor Info Session: GSSQ-2842**

Participant: Wordly on Microsoft Teams [WOMT] English (US)

Hello, everyone.

Welcome to our event.

Just want to mention first off, while people are logging on that we have worldly I available today.

My colleague is going to post the link in the chat.

If you would like access to translated captions or simultaneous interpretation, please click the link and follow the instructions and we'll get started in just a moment.

Switching to French.

Bonjour.

Bienvenue a

Formés que nous disposons de werndly pour cet événement.

Ma collègue Daegan va publier le lien dans le tchat si vous souhaitez accéder aux sous titres en direct ou à l'interprétation simultanée, veuillez cliquer sur ce lien, puis suivre les instructions.

Nous passons maintenant à l'anglais.

Ok, So thank you

Our first ever USC mentor information session.

My name is Camilla Dasgupta.

For anyone who hasn't met me yet and my pronouns are she and her, I work as an HR advisor for the Public Service Commission in the Diversity and Inclusion Center of Expertise, and my main responsibility is program design and implementation for the employment opportunity for students with disabilities program, which we all fondly call USC.

And I will be your co-host for today's session.

Switching to French.

Bonjour, Sylvie. La la

J'utilise le pronom elle.

Je travaille aussi à la Commission de la fonction publique, à la division du recrutement inclusif rayonnement et engagement régional.

Ma responsabilité principale est agente de projet et j'appuie l'équipe du Centre d'expertise autochtone, mais aussi du Centre d'expertise sur la diversité et l'inclusion.

Et je serai votre co-présentatrice en français pour la séance d'aujourd'hui.

Nous passons maintenant à l'anglais.

So today's session is all about you in

As a mentor for the USC program.

So we're going to take some time today to review how the mentorship program works.

And we're also very excited to welcome some guest speakers today to share their expertise.

And I'm going to introduce them introduce them shortly just in a few minutes.

I'll mention here that today's training is general, and it's meant to support you in your role as a mentor.

It isn't necessarily focused on mentoring people with disabilities specifically.

However, we do really want this to be an engaging session and encourage everyone to take part in the discussion, especially around how, you know, personal identity can shape your mentoring experience.

Switching to French.

La formation

Elle ne portera pas spécifiquement sur le mentorat pour les personnes en situation de handicap, mais sur le mentorat en général.

Afin de vous aider davantage dans votre rôle de mentor.

Aussi, puisque nous voulons que cette session soit interactive, nous vous encourageons à participer à la discussion, en particulier sur la manière dont notre identité personnelle peut influencer le mentorat.

Nous passons maintenant à l'anglais.

Ok. So to open in

We would like to do a territorial acknowledgment in the form of 20s of respectful silence.

We do like to do it in this way, so that we give each of us some space to develop our own personal understanding of what territorial acknowledgments mean to us, and to take the time to be intentional in connecting them to our own participation in systemic change.

So we will start our 20s now.

Okay.

Thank you everyone for your respect and participation.

We will switch to French.

The.

Quelques règles de base avant de débuter officiellement.

Merci de demeurer en sourdine pendant les présentations pour éviter les distractions et les bruits de fond.

Encore une fois, nous voulons que la séance d'aujourd'hui soit interactive.

Vous aurez la chance, vous aurez la chance de poser des questions ou de faire des commentaires.

Si vous voulez prendre la parole, vous pouvez lever la main ou attendre et attendre qu'un présentateur vous accorde la parole tout simplement.

Ou vous pouvez utiliser l'espace clavardage, le tchat pour écrire ce que vous avez à nous dire.

Nous passons maintenant à l'anglais.

Okay.

So if you haven't already know this

Are you going to mention here that this event is bilingual?

So we'll be speaking in both English and French.

As I mentioned earlier, we do have worldly AI for this event, which is a software that can translate your captions for you or provide you with verbal simultaneous interpretation.

So if you would like to use this today, please just click on the link that my colleague has shared in the chat, and you'll be able to follow the instructions to choose the best settings for yourself.

So in terms of what you can expect today, Sylvie and I are first going to provide a quick refresher of what the Usd's mentorship program is.

And then after this, we are excited to be welcoming Justine Reynolds and Emily Smith, who are the co-chairs of the GC mentors community of Practice.

Their goal today is to try and build on what you already know about being a mentor, and to give you some useful tips to keep learning and to keep growing in your role.

Switching to French.

Emily is Justine

Nous allons avoir la chance d'accueillir Camille Beausoleil, Camille vient de la communauté nationale des gestionnaires et partagera quelques anecdotes personnelles et aussi son témoignage sur son sur son expérience en tant que mentor.

Après les présentations, nous aurons le temps de poser des questions et de discuter.

Pour commencer, rafraîchissons nous rapidement la mémoire au sujet du projet de loi.

Qu'est ce que c'est?

Loi Il s'agit d'un programme national géré par la Commission de la fonction publique qui aide les étudiants, les étudiants en situation de handicap qui sont employés au gouvernement du Canada, Qui sont ces?

Étudiants?

Ce sont des étudiants qui proviennent de nombreux ministères différents et qui peuvent s'inscrire au programme en remplissant un formulaire d'inscription.

Loi Je comprends trois volets principaux.

Il inclut des événements virtuels durant la période de l'été.

Il inclut un programme de mentorat et c'est la raison pour laquelle vous êtes ici aujourd'hui.

Et Love offre aussi un soutien à la recherche d'emploi après l'obtention d'un diplôme du diplôme.

Alors, nous passons maintenant à l'anglais.

Tout faire Away Summer event. Oui

The information sessions for the students throughout the months of June, July and August, as well as a speed mentorship session which many of you may have participated in before.

This event is an important part of the mentorship program because it allows students and mentors to meet in a structured setting without committing to a long term mentoring relationship right away.

So this year, depending on demand, we plan to host two of these sessions this summer, so we will be in touch in the coming days about how you can volunteer as a mentor for these events, for post-graduation employment supports.

We have the virtual door to talent with disabilities.

This is a resource where past eosrd participants who have now graduated can include their CVS in our inventory.

Hiring managers across the Federal Public service can then use this inventory to find qualified candidates.

So moving on now to the next slide.

Sylvia is going to go into some more detail about the mentorship component of Iusd.

So switching to French.

Auquel vous participez est celui, le plus précieux du programme.

Il donne l'occasion aux étudiants d'entrer en contact avec des fonctionnaires ayant vécu une situation de handicap.

Cette situation qui est commune, rend votre soutien et vos conseils, vos conseils extrêmement précieux.

Donc, en tant que mentor, votre rôle consiste à créer un espace sécuritaire positif, à aider.

Une personne mentoré à apprendre, mais aussi à se sentir bien et à s'épanouir.

C'est également une excellente occasion pour vous de partager votre votre cheminement dans la fonction publique à travers la perspective ou les yeux d'une personne ayant vécu une situation de handicap.

Nous demandons aux mentors d'obtenir l'accord de leurs gestionnaires pour participer aussi d'être disponible pendant toute l'année financière, d'accepter au moins de 1 à 3 mentoré et également de nous informer si vous changez d'emploi ou de ministère et si vous êtes intéressé à obtenir plus de détails.

Nous vous encourageons à consulter le cadre de référence, surtout maintenant que la nouvelle année est commencée.

Nous passons maintenant à l'anglais.

Il est fort as finding

Goes.

There are two main ways in this program.

First, the students can opt for a self-led approach where they can browse the biographies and then reach out to you directly.

We do encourage students to reach out to multiple mentors to to start, just in case some of the mentors they choose are maybe at capacity or their availability has changed.

And students are also encouraged to have multiple mentors.

So if they reach out to a few and you're multiple mentors are available, then that's also a good fit for them as well.

The other way a student can find a mentor is through our matching application.

Students can fill out a form very similar to the ones you would have filled out to become a mentor.

Then our team sort of goes through that criteria and matches the mentor with the student from our database.

We then notify both the mentor and the mentee via email.

So with these two ways of finding a mentee, we we sincerely hope that all of our mentors get to take on a mentee during the year.

However, we do know that sometimes that's not always the case.

Some students choose not to engage with the mentorship component, and other times, you know, we get one mentor who maybe receives multiple requests over another mentor through that self-led approach.

So for this reason, we do want to stress the importance of our speed mentoring events, as well as the mentorship agreement form.

So as far as the speed mentoring events go, participate.

Participating as a mentor in these events can really help you connect with multiple students who may have otherwise not reached out to you.

And it's also a really great way to find a new mentee if you haven't found one yet.

Switching to French.

La la

Purgatoire. Peu importe que vous décidiez de trouver une personne mentorée par VOUS-MÊME ou que vous demandiez à notre équipe de l'Ouest pour effectuer le jumelage.

Le formulaire nous permet de voir qui a déjà une personne qui a déjà une personne mentoré, mais aussi nous aide à jumeler les étudiants qui sont encore à la recherche d'un mentor ou d'une mentor.

Ce formulaire est très utile.

Et là et est là pour vous aider.

Vous et la personne mentoré à respecter vos engagements, à définir ensemble vos objectifs, mais aussi à établir la durée ou l'échéancier de votre relation de mentorat.

En fait, nous vous recommandons fortement de remplir le formulaire dès que possible.

De convenir d'une date de fin et aussi de discuter de la possibilité de prolonger la relation de mentorat après la date choisie.

Nous passons maintenant à l'anglais.

Hockey and that's pretty

Of our overview of the program.

This slide is just here to draw your attention to all the different tools and resources that we have at your fingertips to help support you as a mentor.

So you can sort of browse that on your own time.

And now I have the pleasure of introducing our lovely guest speakers.

So I'm very thrilled to be able to welcome Emily and Justine today, to take the mic now and provide us with their presentation on behalf of the GC mentors community of practice.

So over to both of you.

Thank you so much, Camila and Sylvie.

You make us feel like celebrities for sure.

So thank you.

We do hope that we're the celebrities in the mentorship world, and we love to see all of the engagement from the mentors.

So just want to start off with a thank you for all of our mentors here for giving back.

I hope you find it to be a rewarding experience.

I'm sure you do, which is why you continue to be involved.

But we can't do any of this without you, so thank you for your dedication.

I'm Justine.

Justine Reynolds and I have to do a shout out.

I see another Reynolds Kathleen on the line.

Don't see Reynolds too often.

So that was.

I had to do a shout out.

And also Josh is here.

He's the national chair of the Federal Youth Network.

So it was so nice to see some familiar names on the line.

I'm Justine, I'm the senior advisor for the Federal Youth Network.

I've been with the team for almost two years.

I'm currently on secondment from Infrastructure Canada, and I keep saying that name even though that's not the proper name anymore.

But when I was there, it was.

Housing, infrastructure, Communities Canada where I was serving the minister's office there in the Deputy Minister's office.

I've most recently been working on mentorship with Emily.

That's one of my favorite files to work on and truly passionate about.

Mentorship across the GC.

Other things I work on with the Fin team are stakeholder outreach and partnerships with other GC communities.

Events both in person and virtually, and so on.

So Emily and I are here to walk you through some important considerations when it comes to being a successful mentor and having and holding and maintaining a successful mentorship relationship.

But we are by no means experts in this area and our learning with you.

But just wanted to preface with that.

Also, we are not experts in terms of mentoring folks with disabilities, students with disabilities, but we do have lots of experience with mentorship in general when it comes to mentorship programs, departmental or interdepartmentally.

One of the important things to reflect on is that from a new and young person, new and young professionals perspective is that is the number one thing.

Mentorship is the number one thing that they look to when it comes to career development and learning opportunities.

Various stats show that that's the case, that that's something that they're always asking for new public servants or even those a bit further along in their career, but are looking for that next step.

So more looking for a leadership role or a managerial role.

They're looking for mentorship.

So I think that's important to keep in mind that it is so well sought out and very, very high demand for all mentorship programs.

So so it goes to show that we're all doing important work here.

Truly amazing to see all the great work that's being done across the GC, and lots more to be done.

It's not something that stops.

It's a continual workload for.

Us.

We'll move on to the next.

Slide.

Please, and I will switch to French.

Apropos to Réseau de Fonctionnelle federal.

Qui nous. Some. New

Canal pour les restes.

Pour les jeunes et les nouveaux fonctionnaires du Canada.

Nous engageons et promouvons l'engagement, l'innovation et le développement de carrière.

Nous planification. Nous planifions

On person.

A virtual nous sommes pas nord, département de

Un.

Et nos champions, notre Champion.

La sous greffier du Conseil privé et secrétaire associé du Canada.

Prochaine diapo s'il vous plaît.

Je ne sais vais, je vais changer en anglais.

Just a quick recap of JC

We are so juicy.

Mentor.

Juicy.

The interdepartmental mentorship community of practice is housed under the Federal Youth Network.

That's why I wanted to start with situating who I am.

I work for Finn and who Finn is.

The mentorship community of practice is housed under Finn.

So we offer an informal and formal area for people to share resources and knowledge about mentorship programs across the GC.

So really, we're the connector of dots for mentorship, and that can be departmental or interdepartmental.

It could also be formal and informal.

Sometimes we see a lot of mentorship programs happening from young professionals, groups at the side of their desk, and maybe a volunteer opportunity that they have something they're taking on themselves, or other times it's embedded into the department in a more formal manner, through HR programs and through corporate functions.

So we see a wide range of mentorship programs.

There's truly so much amazing work that's going on across the GC.

But like I said, definitely a lot more that needs to be done.

There's many departments who don't have a mentorship program.

There's others who need more support communities and so forth.

So we offer a shared space to collaborate, share information.

We hold various events throughout the year as well.

Workshops are something that we love to host.

We've done a few workshops over the course of our time.

We also often offer speed mentoring sessions at various points throughout the year.

Our biggest speed mentoring session would be part of Career Boot Camp.

That's Finn's annual flagship event, all in relation to career development and career planning that is offered in January.

So that would be our largest speed mentoring event that we offer throughout the year.

But we support various speed mentoring events throughout the year.

One namely is Mega Connects.

It's Health Canada and facts, large speed mentoring event for the Gswc campaign.

We support that and many other departments and programs.

Speed mentoring events.

And I also mentioned workshops.

So it's really a place to bring everyone together.

If someone's looking to start up a mentorship program in their department, we'll put them in touch with those who have had success and are quite well along in their in their development to offer support and guidance.

Just important to mention that our community of practice is not a replacement for some other programs that exist.

So there's various programs that are offered for the X level or for EDI communities.

We are not replacing that by any means or anything.

We're not seeking to to find a one size fits all approach.

It's for those working on anyone working on mentorship, but not specific to one population or cohort.

We're always looking for mentors to be involved in the various events that we hold or promote.

So speed mentoring through our in-person learning days across Canada.

Hopefully some of you have heard of those dates already and have registered, but I just wanted to mention that if ever you're looking to expand upon your mentorship, reach and and what you're offering right now, or try something out, we definitely have opportunities available to you.

I will share our link for our resources in the chat so that you have access to our contact information, resources that we have and can keep an eye on upcoming events.

If that's something of interest to you, because we would absolutely love to have.

You.

I believe that's it for me.

For now.

I'll pass it over to Emily.

Hi everyone.

I'm Emily Smith.

Just a very quick introduction about myself.

I like to go after Justine talks about the Federal Youth Network because I am the other co-chair for GC mentor GC, and I do this on the side of my desk.

So by day, I'm a policy analyst for the Canadian Coast Guard.

And by afternoon, usually when these events take place, I support our amazing mentorship work.

And I think one thing that we really wanted to talk about here that can we know, I think all of you have been mentors in the past, but it comes up a bit in our community of practice is distinguishing between coaching, sponsorship and mentorship.

And I think it might be helpful to have that conversation with your mentees, especially if they hear these terms used interchangeably or on LinkedIn.

The one that often is kind of the fuzziest is between coaching and mentorship.

So coaching is really more from a trained professional.

It's more specific.

It's time boxed.

I like to kind of think of it as I'm trying to be a good project manager, and I'm working on a project and I need someone to coach me on how to manage this project well, or I'm starting a business.

I need a business coach, I need it's very specific.

It's very task focused.

Whereas mentorship, it's about, as we say here, fostering that development.

It's about personal growth.

The bigger questions, the larger scale view of what you're doing.

So it might come up in specific instances of, oh, I have a conflict at work, or I'm seeking an accommodation.

Can you help me navigate that process?

Or I'm not sure how to interpret the conversations I'm having.

Those are the types of conversations that mentors normally have.

And it's from the mentor's perspective.

It can be a bit more personal than coaching.

There's a lot more sharing of your own experiences, whereas coaching can be a bit more rigid, a bit more arm's length because it's about application of the the mentee in this case.

So that's the big distinction we try to make between mentorship and coaching and then sponsorship.

It comes up more in other programs like Mentorship plus because it's a component of that program which isn't at this student level, they might not be familiar with it, but that's really about advocating for your basically the folks in your network.

So students should understand that because you have a mentor, it doesn't mean that they're going to sponsor you.

It doesn't mean that they're going to put your name up for job opportunities or mention you in a room where you're not there.

Absolutely.

Each mentor can choose to do that if they want, but it's important to understand that that's not your expectation and that the students shouldn't be expecting to come out of here with a promotion because you're, you know, shopping around their amazing skills and talents at every meeting and conversation you're in as mentors.

But it is something to understand that can happen from a mentoring relationship.

Is oftentimes that sponsorship comes up naturally after a few months of folks getting to know each other, mentor and mentee.

It can come up that, hey, you know, I have this mentee.

I think they'd be great for an opportunity.

Can I connect them with you?

It's perfectly fine to do something like that, but I think it's important to manage expectations of mentees to know that that that this is not a sponsorship program, that it's not about promoting career progression.

It's really focused on mentorship.

And even you can define with your mentees what that means to the two of you.

How does your student or mentee coming into the relationship?

What do they assume a mentorship relationship means?

Maybe they think of it as more of coaching.

Maybe they think we're just going to have one conversation, and then that's all I'm going to need.

So just really great to to kind of iron out those distinctions early on so that everyone's expectations are clear.

Next slide please.

And I will be switching to French a commencé en francais.

Alors

S'ils sont déjà été déjà des mentors, Alors je suppose que vous connaître déjà les avantages d'être mentor, c'est pourquoi vous êtes ici encore une autre fois.

Alors une autre chose que je veux juste dire, c'est

Les avantages, les

Les menteries peuvent indiquer à vous, Alors peut être vous pensez qu'il y a des avantages comme perfectionnement du leadership, épanouissement.

Du vous même.

Mais peut être il y a une vue différente de votre mentoré qui pense à d'être mentor.

C'est un avantage ceci ou cela, Alors n'hésitez pas de gérer la la réflexion de la rétroaction de vos mentorés.

Pour connaître plus des avantages d'être un mentor et aussi de.

N'hésitez pas à discuter avec vos collègues ou les autres personnes qui sont.

Pensez peut être qu'ils veulent être mon dans ce programme ou dans les autres.

N'hésitez pas de partager vos avantages et les raisons pourquoi vous êtes.

Vous êtes mentor et je pense que ça.

Sais tu que je veux dire juste à c'est.

C'est l'expression en anglais preaching to the queer.

Je sais que déjà vous êtes.

Tout.

J'ai pas besoin de vous savoir pourquoi vous êtes un menteur.

Vous savez.

And next slide please, Un prochain billet

That's Justine.

Perfect.

So, yes, I think it's important to to recap on the advantages, though, to set the frame of mind for your expectations.

So reflecting on like why you want to be here.

And the same goes for for the mentee.

Why do they want to be here.

What are they looking to get out of the relationship.

So that's very important to establish at the beginning of the relationship.

And maybe if you haven't had that conversation, there's still an opportunity to revisit it further along and say, hey, let's reset the stage here and figure out what we're both really looking to get out of it to make the most out of it.

There's lots of mentorship agreements and guidelines.

I know iOS has a good agreement.

There's multiple examples.

RCMP has a really good one.

So just if ever it was helpful to look at other examples, we do have some template template examples on our GC exchange page to check out.

So the goal of your initial discussions are to get to know each other and align expectations.

Make sure you're on the same page.

Use these conversations to understand the mentee's goals and what they want to get out of it.

Clarify the type of mentoring required.

What can the mentor reasonably provide that's within their comfort level and skill sets?

Set expectations for the roles of both both you and the mentee, and agree on the parameters of your relationship and develop an approach that fits within those requirements.

Be clear on things like how you want to be communicated.

Certain times for meeting, of course, and maybe, if anything, if any boundaries are being disrespected, you'd want to address that.

Also, use this opportunity to talk about your mentees interests and preferred learning, working or communication styles so that you can make the most out of it.

Smart goals always something to come back to.

We use these in interviews and so on and so on, but it's useful to reflect on these here, to keep, to make sure that you've hit all the areas so specific.

Measurable.

Achievable, relevant and time bound goals.

Oftentimes.

We've heard that relationships can get a little bit tricky when it tips over a little bit into more of a therapy session.

So always be mindful of that and how to to handle that in a professional manner.

Maybe some of you have already experienced that, but it's it's a caution that that we do have for mentorship relationships because it just makes sense.

We're all human.

It's natural for us to want to vent to our mentors, but we do need to come back and remember that's not what this is about.

So feel free to offer resources that are available if needed, and check in with a colleague if it becomes an issue for you.

Moving on to the next slide.

Okay, I'm. conversation

Ça, c'est un de aspect de la conversation qui peut être perçu comme une thérapie.

Malheureusement.

Alors c'est important de considérer plusieurs facteurs.

L'écoute active

As a concentrate on a comprendre

Été et à y répondre et à s'en souvenir.

Parmi les techniques, on peut maintenant

Visual paraphrases posed the question

Sommet pour montrer sa compréhension.

Les avantages que la confiance s'installe, la compréhension s'accroît et un environnement favorable.

Favorable et crée aussi la rétroaction constructive.

C'est vraiment important.

On suggère que tu adoptes une approche équilibrée et combinant le renforcement positif et la critique constructive.

Préciser ce que le mentoré a bien fait et ce qui pourrait être amélioré.

Assurez vous de poser des bonnes questions d'approfondissement pour obtenir le meilleur de votre

A Monday datatype opus y.

Amelioration. Claire et

Va changer en anglais pour Switch to English.

So would be

To build for success.

And I suspect that many of you are already doing this.

But we were hoping maybe by going through this and just kind of putting words to things that you can sort of reflect on.

What's helped you be successful in your past mentoring relationships or where you can improve.

So Big one is building trust and rapport, which again, we're all human.

I think there's something in each of you choosing to be a mentor that you've already got empathy.

You can understand the confidentiality required in the nature of conversations you're having, especially with students with disabilities.

And, you know, they might disclose personal information about themselves and about being consistent.

So just being reliable, being able to communicate when you're available, when you're not available, all of that trust and rapport makes it easier to have those difficult conversations between the two of you.

And then the other half would be building confidence and self-advocacy in mentees.

So self-advocacy, I think for all, for everyone is important, but especially for new public servants or public servants with disabilities who might be entering the workforce as a first time as a person with a disability.

That self-advocacy is a skill that we've heard from many young professionals, takes a lot of time and mentorship to develop and to have that confidence, to not be afraid to advocate for themselves.

So just know that you all, as mentors, play a vital role in developing that skill in your mentees.

In this program.

So a few ways, you know, we hear imposter syndrome come up a lot in mentees having difficult conversations with colleagues or with their managers is another big one that we've heard.

So definitely just be prepared to have those conversations and sort of reflect on how you've advocated for yourself and your career, and navigating the public service as a person with a disability so that you can share those examples or instances with your mentor, and you don't have to share more than you're willing to.

But I think you can sort of reflect back on what what helped you go through some situations versus what maybe was a learning for you that, oh, it wasn't really helpful for me to over disclose or to share so much information and.

Oh.

Yeah, I was almost done.

But yeah, just.

Well, I can I can cut it there.

I, we can move to the next slide.

A changé en francais.

Oh next slide please.

Yeah.

Merci.

Justine

Les mentors et on peut fixer des limites et éviter l'épuisement.

L'épuisement, ça veut dire en anglais burn out, Ça se passe si on écoute beaucoup de nos mentors qui peut être à beaucoup de mentoré, qui ont beaucoup plus de travail.

Ça dépend de de l'auto, du travail, de votre de votre bureau, de votre

Else a.

Definitely limited

Gérer les attentes.

Prenez soin de vous même et en ce cas aussi, vous avez un bon réseau avec Camille, Camilla et Sylvie pour avoir une conversation indiquée.

Et je suis pas capable de

Time of mentioned pas beaucoup de

Mais je pense qu'ils ont besoin de quelqu'un d'autre.

Elles ont déjà dit qu'il y a beaucoup de mentorat dans ce programme.

Peut-Être qu'il y a quelqu'un qui n'est pas un mentor ou il y a beaucoup de mentors.

Peut être quelqu'un n'a pas montré.

Si vous indiquez que c'est tout.

Si tu n'es pas capable de continuer, peut être ça donne l'occasion à quelqu'un d'autre de prendre une nouvelle relation avec le mentoré.

Alors s'il vous plaît, n'hésitez pas de parler en haut si vous avez cette sentiment d'épuisement pendant ce cœur du programme.

Et peut être que ce n'est pas le programme, c'est juste votre situation du travail.

Situation de famille que le mentorat.

Il ne faut pas continuer.

Alors vraiment prendre soin de vous même parce que vous êtes un exemple pour les étudiants et aux prochaines générations de fonctionnaires publics.

Si on dit beaucoup, par exemple, de soutenir la santé mentale et au besoin de prendre une pause du travail pour prendre soin de vous même, Démontrez ça avec vos actions et vos palabres au mentoré.

C'est c'est.

C'est.

C'est donne une impression très forte.

Ça, ça c'est Qu'est ce que je veux dire?

Et aussi parlez entre vous même.

Il y a beaucoup de mentors dans ce programme.

Je ne sais pas si vous avez déjà partagé les informations de contact entre eux mêmes, mais dans le chat indiquez et j'ai fait ce programme pour cinq années, dix années.

Je ne sais pas si c'est passé assez longtemps, mais si peut être vous voulez être pas nécessairement comme mentor entre vous même, mais partagez vos expériences.

Si quelqu'un est plus nouveau programme et plus d'expérience et mon mentoré indique quelque chose, je ne suis pas certain Qu'est ce que je dois faire?

Est ce que quelqu'un a suivi une situation?

Comparable à la mienne?

Oui, c'est ça.

Et prochain diapo et on est presque fini.

Il y a.

Va changer en anglais WE are going to rush through the last couple sides cause we want to give up

The rest of the presentation.

So just to have us all consider measuring success, of course that's important to think about.

How do we want to know that we've made an impact?

How do we want to show that it's been beneficial for both parties, depending on what the objectives are that you set out at the beginning of the relationship.

So have a place, a process in place to track success, whether that's something small or something big.

Whatever it means to you to track that you've had a successful relationship.

And same goes for the the mentee as well.

How will you be able to tell if it was a successful relationship and how how will you be able to improve for next time around if something didn't go so well?

What can you take away and learn to bring forward to your next relationship and try to have regular check ins?

Of course, you're going to be meeting regularly through your mentorship relationship, but make sure to reflect on how well it's going, and don't be afraid to end the relationship if needed.

We always say break.

You're allowed to break up if you need to.

If the relationship is no longer serving you or no longer serving the mentee, it's okay to end the relationship if needed for for good reason, of course, if if you've accomplished what you needed to accomplish, then that's wonderful.

You've had a successful relationship and can still keep in touch, but maybe don't need to to meet on a weekly bi weekly basis if no longer necessary.

Eosrd does ask for feedback and has two different surveys for students at the end of the summer, and mentors also get a survey.

So a great initiative to have some sort of feedback mechanism in the program to be able to improve for the future.

And then we'll pass it back to Emily for closing, and then we'll move on to hearing from Camille.

Oh, sorry.

Yeah.

Just next slide.

Dagon.

So those are resources, but we can communicate that with you afterwards.

So our call to action, it doesn't really apply because you're already here doing a mentorship program.

But we encourage you to share your experiences with your colleagues.

Justine and I talked to a lot of folks interested in mentorship, but don't feel that they're ready themselves.

So we really want those who have taken the plunge to be mentors, to share why they've done that.

Or maybe kind of give that little boost of confidence or self-esteem to their colleagues who might be considering being a mentor and might not think they're ready.

Really talk about your experiences positive and negative.

And, you know, again, respecting confidentiality.

You don't have to go into the details of of your mentoring relationships, but we invite you to share your experiences with this community and this program widely.

And next slide is just for us to say thank you so much for listening to us.

I'm sorry we went a bit over time.

Camille, but Justine and I are always here for feedback.

It's the first time we've given this presentation, so we're a bit rushed.

Rusty, but we're always looking for ways to support mentorship programs across the GCE and that's it for us.

So I'll pass it back to Camilla and Sylvie.

Thank you.

Perfect.

Thank you so much, Emily and Justine, for this wonderful presentation full of a very rich insights and guidance.

So thankful to you both for your time on this and willing willingness to collaborate with us on this event.

Like Justine and Emily said, this is the first time they're presenting.

So and they put these materials together specifically for us.

So we're really we're really appreciative of to them for taking the time to do that and order for our program to benefit this year.

So thank you so much.

And I'm sure all of you saw all the resources and links in their slides that you'll have access to to sort of take a look at on your own time now to keep us going with the event.

It's Camille's turn.

So next up we have Camille Beausoleil coming to us from the national managers community.

So I will pass it over to you.

Sounds great.

Thank you so much.

Thank you for all this great information.

And I'm really happy to have been invited to talk a little bit about my own experience and mentoring.

So thanks for having me.

As was mentioned, I'm the current Executive Director for the National Managers community.

It's something I've been doing for the last two years, and I love mentoring.

I tell my team all the time, I joke with them that it's probably because I like to tell people what to do, and so not too much of a stretch of a lie, I must admit.

And but I say that jokingly.

Kind of.

But they're really such great, rewarding parts of being a mentor.

And so I'll share a few things.

And with you today.

And also, you know, by virtue of being the executive director of, of of the NMC is I get to mentor managers as well.

And we get to similarly to what Justine and Emily do with the community of practice.

But we also do a lot of mentoring events and opportunities and speed mentoring and all kinds of fun things.

So I get to see and be exposed to a lot of what's happening right now in the mentorship world.

So I'll share a bit of that as well.

Tant que je reçois souvent comme mentor et je vous dirais que la première chose qu'on me demande, c'est souvent au niveau de.

Le fait d'être une femme au sein du gouvernement, une femme qui a de la jeune.

Je ne suis pas jeune, mais des fois les gens me disent que j'ai l'air jeune.

Et puis comment je navigue?

Le fait d'être femme, oui, mais aussi j'ai un fils de six ans donc tu sais, je suis devenue directrice quand il avait quatre ans.

On me pose souvent la question au niveau de l'équilibre entre la vie, la vie familiale et le travail.

Comment j'ai navigué, la décision de devenir cadre, pourquoi j'ai décidé de le faire dans ce travail comme dans avec la communauté nationale des gestionnaires, je voyage beaucoup pour le travail, donc c'est des complexités.

Si vous regardez à mon calendrier personnel à la maison, c'est un défi des fois, mais c'est souvent des questions qui reviennent, point de vue personnel.

Donc là où j'ai trouvé le plus de succès dans mes situations de mentorat, c'était vraiment au niveau d'être authentique et transparente avec ma situation, avec ma vie personnelle, de rester authentique, mais sans rentrer dans les gros détails.

Comme le mentionné Justine et Émilie, je ne suis pas là pour être la thérapeute, mais j'ai trouvé beaucoup de succès dans l'authenticité de partager mes expériences de vie avec comment je navigue tout ça avec le travail.

A lot of what was mentioned

Here as well with the NMC.

Some of the main topics that come up time and time and time again around having difficult conversations.

That self-advocacy piece how to build confidence, how to move up that career progression.

But I think ultimately what comes down to more often than not is just how to communicate.

And so I have spent so much time with mentees and different ways, shapes or forms and around how to come up with scripts that help them in their job, using my own experience.

But how to clarify that communication piece?

Do they need to brief up?

Do they need to brief down?

Do they need to brief across?

How can I help them?

Clarify the communication?

How can I help them build that confidence to say the things that need to be said?

How can I give clear feedback to an employee?

How do I find those words?

Keep them in my back pocket.

So a lot of the mentoring I do tends to be around that piece.

And I mentioned that because I'm also going to mention that when I start a mentoring relationship with someone.

I'm going back to that authenticity.

I tell them right away, listen, I'm a direct person, I'm direct, but I'm fair and I'm kind and I'm all the good things, but I'm direct.

And so my style may not be your style.

So we need to work on finding what your style is.

And you can use pieces that I've been successful in bringing forward and adapting my communication style to various audiences.

So let's do that with you.

But you're not me.

And so I always bring that big caveat every time I have that conversation, whether I'm in a leader.

Anyone who's heard me speak at a in a leadership panel, anyone who's done speed mentoring with me at all, I always say so.

Apologies for any duplication of information, but I find that important because I'm there to share my experience, but not for them to take exactly what I've done in the past.

They need to take the bits and pieces that they can adapt to their own style.

And so I think that applies across the board.

And it goes back to communication.

So I wanted to share that.

Juliet does example concrete

Qui qui m'est arrivé récemment avec des mentors, avec des menteries en français.

Oui, c'est ça, des menteries.

Et puis dans une menterie que j'ai en ce moment, j'ai une.

Je suis dans une situation de mentorat plus formel.

Et puis on a on a une entente, on a des rencontres régulières.

Je fais un peu dans je suis dans un programme.

Mais je l'encourage souvent de me contacter de façon informelle, ad hoc.

Lorsqu'il y a quelque chose en particulier où elle a besoin des conseils.

Et puis elle a fait ça tout récemment, elle m'a envoyé un message, elle dit Je vis une situation avec un employé, je sais pas exactement.

As tu cinq minutes qu'on peut se parler?

Fait que je l'ai rencontré.

Je l'ai aidée avec encore une fois un script pour comment adresser une situation avec un employé.

Puis j'ai dit Laisse moi savoir comment ça va, donne moi comme du feedback.

Par la suite, elle m'a contacté plus tard cette journée là pour me dire Oh my god, ça a super bien fonctionné tes conseils bla bla bla, ça s'est super bien déroulé, mais juste le sentiment que j'ai eu aussi par la suite pour faire okay, wow, ça c'est vraiment le fun Le cinq minutes que ça m'a pris de ma journée, J'ai fait une énorme différence dans sa journée à elle.

When we're talking about the work

Thing is that I felt rewarded that day for sure.

And so that was more of a like formal relationship that I have with that mentee.

I also get informal ad hoc calls all the time to with various people.

And I met with a mentee who wanted some advice, and she started the conversation with, I'm incredibly intimidated by your confidence, Camille.

And I wanted to meet you because I would like to be like you, and I have no idea how to start this conversation.

And I was like, okay, well, this is a new one.

And so you just never know, right?

I just wanted to share that because you just never know what kind of conversations you're going to have.

And that's part of the fun of mentoring because I love the challenge.

I love the challenge of what people humans are and trying to figure it out to help each other.

And so, you know, sometimes you start from a frazzled comment of, I'm intimidated by you, but I want to be more confident to try to really come down to like, what exactly are you asking?

What exactly are you looking to get out of this conversation?

So I think, again, it goes back to the communication.

And like was mentioned earlier, that clarification of expectations is so important because I don't want to just have this chat with you for fun.

Like I want to help if I'm going to take some time out of my busy schedule to to support you, which I want to do, we need to figure out what exactly you're looking to get out of it.

So those are definitely two very funny situations.

I also just recently did some speed mentoring at one of our events last week, and I think something that came up again is as a mentor, you should have a ton of either concrete examples in your back pocket to share that you have shown have brought you success in some way, shape or form, but also to have some of your resources back pocket.

I often share what my favorite websites are. Books.

Podcasts, websites, and free events available through different networks.

All those things are resources that I share with my mentees when it's appropriate.

So I always keep those back pocket, which I think are is kind of nice to have your own resource library for for yourself kind of in hand.

Another one too, that I share a lot is the importance of it's who you know in government.

And so I like to share a lot around how can we help employees do better networking.

Is important

C'est important de créer les réseaux et les contacts.

Justine Comme je sais que vous en parlez souvent aussi, mais comme mentor de façon concrète, comment?

Est-Ce Qu'on aide les gens à faire du réseautage?

Alors ça c'est quelque chose que je parle souvent avec les Mentorés When we're talking around you know joining various

In your organization.

What networks or communities exist out there that you can join?

Have you ever thought of joining the like Osh network in your organization to meet people?

Things like that that I've shared some of the experiences I like.

I did that when I was starting.

I joined the Osh Community Health and Safety.

Why not?

I had no idea what it was, but I met a ton of people from around the organization and it helped me a ton in the work I was doing.

Little things like that.

I share.

They're not my day to day job.

They were not my day to day job, but they helped me at some point in my career.

And those are the little nuggets that people want to hear about when you're meeting them.

Obviously, because I'm with the NMC, I'm going to give a plug for the NMC because we're awesome, just like Finn is.

And all the other communities in practice.

I'll put some links in the chat for those of you who are perhaps managers or aspiring managers, we offer a lot of resources.

We should be one of the resources you share with.

Us.

We do a lot of of in-person events and activities, virtual events and activities, and share resources as well.

Feel free to sign up to our newsletter.

We curate information in our monthly newsletter that's relevant to managers.

AU niveau de

Tu sais rester fidèle à vous.

L'authenticité, c'est clé.

C'est tout.

Tu sais, la communication aussi, c'est clé.

Je vous encourage à à penser à vos exemples et à vos ressources d'avoir ça de prêt pour vos conversations.

Et puis, je vous souhaite énormément de succès dans vos dans vos rôles de mentors.

Thank you very much for having.

Me.

Merci beaucoup Camille.

J'ai pris des petites notes pour pour retenir les points importants, puis c'est vraiment l'authenticité qui est ressortie de la rétroaction de bien communiquer, puis de garder des outils dans des outils de côté et des ressources prêts, prêts à partager.

Donc le résumé a été très bien fait.

J'ai pas eu besoin de le faire.

Merci beaucoup pour votre témoignage.

Aujourd'hui.

C'était très intéressant, enrichissant.

Puis on a beaucoup de leçons à apprendre de ça.

Merci beaucoup encore une fois.

Puis là, je regarde le temps rapidement.

Il nous reste que quelques minutes.

Peut être qu'on pourrait prendre une ou deux questions rapidement.

Si vous pouvez.

Si vous avez des questions, vous pouvez nous écrire vos questions dans le chat.

Si on n'a pas le temps de répondre immédiatement.

On va tenter d'écrire une réponse dans le chat, mais n'hésitez pas à lever la main si vous avez des questions.

On on va passer en anglais avec Camilla.

Check-in à

Language to English, just to sort of open up the floor as well in that language and just get a sense, maybe spend a few seconds now to see if anyone has anything to share.

We were hoping to have a little bit more time for discussion today, so we'll make a note of that for future events to try to make sure there's time to chat.

But I see Fiona has written in the chat.

Yeah, that's a great question.

Thank you, Fiona, for asking the question.

So it's pretty straightforward with our USD participants.

We send them an email just saying, hey, this exists and this is how you apply it.

You know, the application isn't a vetting situation.

It's mostly just checking the boxes to confirm that, you know, they're a person with a disability, that they've completed a work term with the government of Canada, and they're eligible to be bridged.

And then they sort of give us information on what their education is and what interests, what they're interested in for a job.

And we sort of take all of their information, put it in a file, and then we create sort of anonymous profiles online for them.

And that's where managers can come in and browse the students anonymously.

So we don't include their name in there, but browse sort of, you know, where the student is located, where they're looking to work, what they have education in.

And then the managers can say, hey, I want to review these CVS.

So that's sort of how it works.

From that end.

And basically any student who has completed a work term with the Government of Canada and who self-identifies as a person with a disability is eligible, they don't have to have participated in USD.

So if they find out about our our inventory through other avenues without actually having been in USD participant, they're still eligible to apply.

I think Josh has a question too.

Do you have any information to share on current hiring stats for students this summer?

From the Finn perspective, we've heard some departments and agencies aren't hiring students or reducing student hiring.

Yes, it's a bit of a sore spot for me.

The from what we can tell in terms of stats and trends, there's definitely a decline this summer.

Informally, we've had some information internally about the amount of requests that have been submitted through our EFS web portal for students with disabilities, and there's been a huge decline.

So I think that's the reality of the sort of landscape of the government of Canada this year is just with all of the changes and the budget cuts, it seems like student hiring has taken a decline.

So we are anticipating fewer students registered in USD this summer in relation to past years.

So it's unfortunate.

I think that's just the reality we're working with.

And we're still going to be putting on the programing for the students that are here with us this summer and encouraging them to find mentors and participate in the events.

And then as the, you know, ups and downs of government does and government will do, we're hoping things will change for next year.

So we yeah, hopefully a one year blip.

So we're at time now.

We were definitely hoping for a bit more time to discuss and have more questions.

So again we're going to make a note for future events to try to build in more time for that.

If that's something that interests people.

And I can see Dagan has already posted our information in the chat.

So we just do want to provide a quick reminder for people on how to reach us.

And Sylvie is going to speak to you a little bit now about how you can provide us with your comments and feedback.

So we're switching to French.

And we come

Première séance d'information sur le mentorat.

Nous vous proposons un petit sondage et tout ce que vous devez faire, c'est scanner le code QR à l'écran et ou cliquer sur le lien dans le chat.

Je crois qu'il doit être dans le chat et nous faire part de ce qui a bien fonctionné et ce qui peut être amélioré.

Cela.

En fait, ça, ça va nous aider à améliorer nos séances et à apporter des modifications à l'avenir.

Donc on vous encourage à.

On vous encourage à remplir le petit sondage.

Donc, nous pensons maintenant à l'anglais.

Pour conclure notre séance d'aujourd'hui.

Ok, so that rap us up

Again, a huge thank you to our guest speakers from GC mentors and the national managers community.

I know Justine and Emily are still on the line up, and thank you as well to Camille, but I just want to thank you one, one more time.

You gave us a lot to think about, and we're so lucky to be able to learn from you and Emily today.

I just you looking at Justine on the screen, but from Justine and Emily today.

Thank you so much.

I also want to thank my co-host Sylvia and and my colleague Dagan, who work on the USD program with me.

We could not have put on this session without our guest speakers and my colleagues.

And then lastly, a huge thank you to all of our USD mentors.

So that's all of you on the call with us today.

It's, you know, and it's because of you that our students get to have such positive and enriching work terms.

And we definitely could not run the program without all of you.

So we are so grateful for your time and your dedication to our students.

We want you to know that we value and appreciate you as mentors and your participation very much.

And just a reminder that we're here for you.

So don't hesitate to reach out to us if you have questions or need support as mentors during this.

As mentors in this program.

So we hope this session has been helpful.

We wish you the best for this coming year with your mentees and send us a little message if you have some feedback about today.

So thank you so much.

Bye everyone.

Bye.

La