



Your Career

The Right Way

**Démarrez votre carrière du bon
pied**



New Virtual Learning Series

Nouvelle série d'apprentissage virtuel



Instructions

- All attendee microphones and cameras are deactivated.
The chat is disabled for attendees, but we will use it to send resources.
- Please use the **Q&A** button to ask your questions.
Vote for a question you like by pressing the Thumbs Up button.
- This session will be given in English only.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.



Yangwei Xiong

He / Him



- Yangwei is currently a Project Assistant with the Federal Youth Network (FYN). As a student, Yangwei worked in various roles at the Canada Revenue Agency, Employment and Social Development Canada and the Canada School of Public Service.
- As a former student who has benefited from Federal Youth Network programming, he is committed to ensuring that current and future public servants have the skills needed to succeed in the rapidly changing workforce.
- Yangwei holds a Bachelor of Commerce (Honours) degree from the University of Manitoba.
- An avid traveller, Yangwei completed his final semester in Iceland and spent five months travelling to 24 countries throughout Europe.



Learning Objectives

1. Explore the art of creating personalized learning plans that align with your career aspirations and organizational goals.
2. Gain a comprehensive understanding of performance management assessments and how they contribute to your professional development.
3. Discover the synergy between learning plans and PMAs by learning how a well-crafted learning plan can positively impact your performance assessments.
4. Understand the importance of continuous learning and development in achieving strong performance evaluations.



Muhammad (Ali) Khan

He / Him



- Ali works with the Inclusion Diversity Equity and Accessibility Secretariat at Indigenous Services Canada. He is also a cofounder of the Anti Racism Ambassadors Network (ARAN).
- Ali maintains the Career Development In The Public Service site, providing resources on mentorship, networking and the Informal Learning Network for public servants across departments and levels to find project collaborators, mentors and/or guest speakers.
- Ali enjoys supporting employee driven networks across the GC particularly those with a focus on career development and health and wellness.



Camille Beausoleil

She / Her



- In May 2023, Camille was appointed as Executive Director, National Managers' Community (NMC), where she is working to promote the needs and interests of federal managers to public service decision-makers.
- Prior to this, Camille was Assistant Director in the Respectful and Inclusive Workplaces team within the Canada School of Public Service. She has worked at the School for over five years, in various management roles.
- Camille joined the federal public service in 2008, and has worked in a number of management and project management roles. Camille holds a bachelor's degree in Psychology, as well as professional certification in HR Management.



Nadia Durell Daigle

She / Her



- Nadia Durell Daigle has been a member of Justice Canada's ICMS team as a Senior Conflict Management Practitioner since July 2022. She originally joined the federal ICMS community with Canada Border Services Agency in 2018.
- She received her initial training as a conflict resolution practitioner with the New-Brunswick Minister of Justice and Public safety in 2008 and continued practicing in the private sector. Nadia continued to use these skills in diverse experiences she's gathered through her career such as Clinical Social Worker and Health Services Coordinator for the incarcerated indigenous people in the Atlantic region at Correctional Services Canada.
- A registered Social Worker since 2005, Nadia is keen at using a holistic approach to resolving conflict at the root cause and is very passionate about workplace wellbeing.





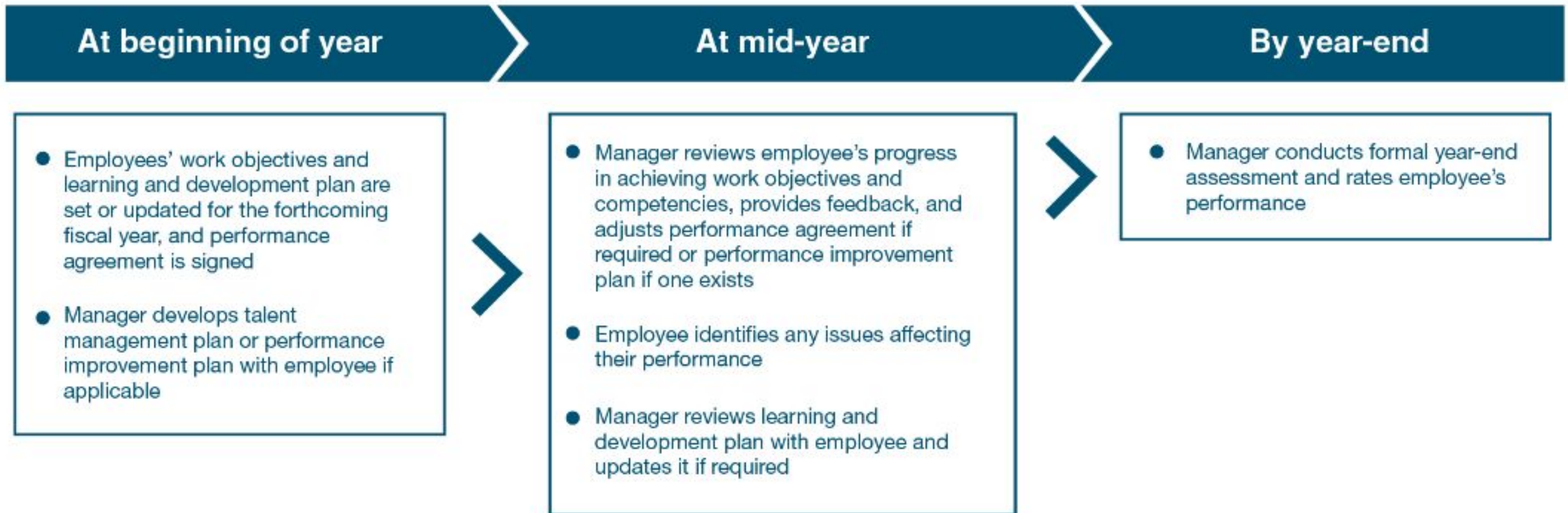
PMA Process - what is this?

- The Public Service Performance Management Application (PSPM App) is a mandatory tool that documents conversations on performance. It allows managers and employees to complete and update online performance agreements.
- PMA's support employee self-examinations on progress and supplements ongoing conversations on progress and the year-end self-assessment.



➤➤ PMA Processes and Timelines

Performance Management Annual Cycle



Employee-Manager Collaboration

- Ombuds support and other services are available for employees
- Conflict resolution when there are disagreements
- Providing feedback to your manager and seeking approval for career opportunities
- Reverse feedback (360 review)
- Ongoing conversations are suggested throughout the year, not just for the PMA deadlines
- Working together = more dedication & commitment to the employees work and to the Department/mandate





Self-Reflection

- Self reflection is important at all stages of the year
- Discover your strengths and weaknesses
- Discover where you want to be and what it is you will require in order to develop within 6 months - a year
- #SMART goals



»» Learning Plans

- Learning plan
 - Annual but evergreen
- CSPS
 - Courses and roadmap
- FYN learning
 - Discover the FYN ecosystem
- Informal learning opportunities
 - Mentorship opportunities
 - Take Me With You (TMWY initiative)



»» Learning Opportunities

GC Mentor GC

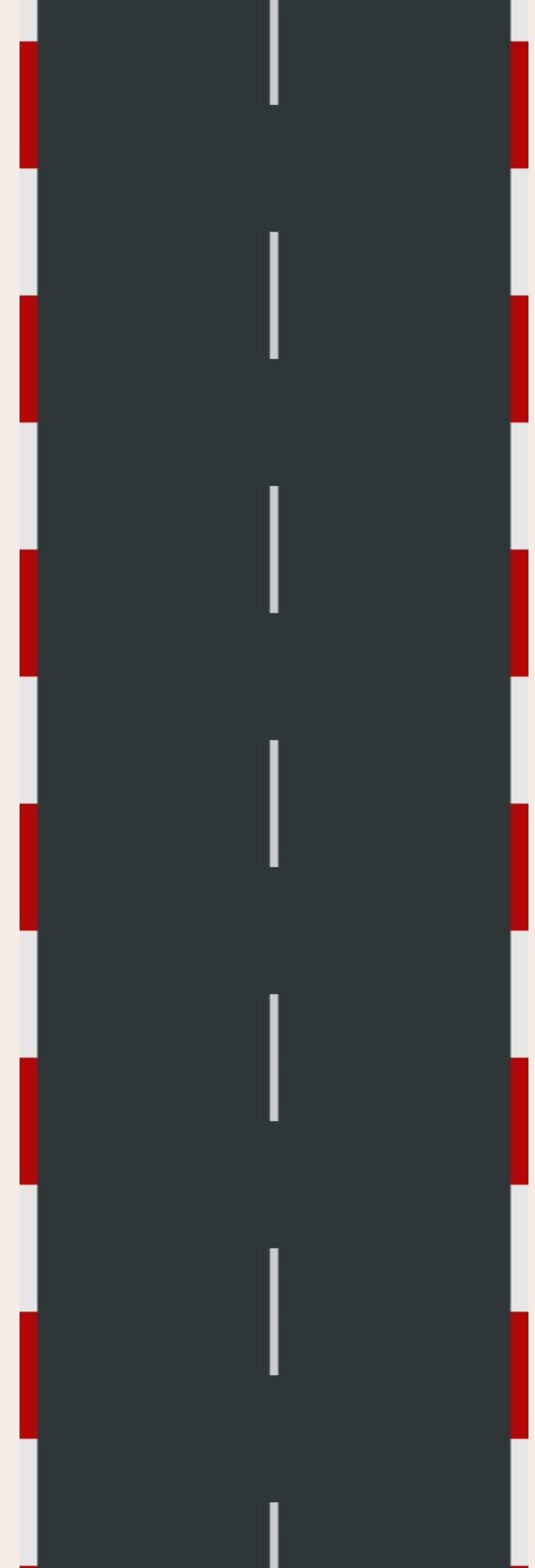
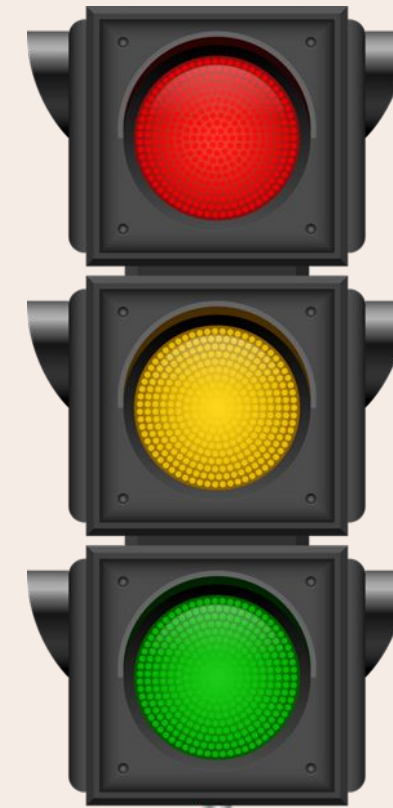


- Mentorship opportunities (speed mentoring etc.)
 - Expand your professional network with networking and job shadowing opportunities
- Various learning opportunities within the GC (FYN, NMC, CSPA etc.)
 - GC Communities and networks - volunteer opportunities!
- Seek support for leadership programs
- Courses through CSPA
- Free University courses / Coursera
- Take Me With You (TMWY initiative)
- Conference opportunities
 - I.e. IPAC, The Art of Leadership for Women, Policy etc.





Q&A Time



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FINISH

Thank you!

Merci!

