

# LLMC Cohort 4 Program Overview

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# LIFTING AS YOU LEAD

MENTORING CIRCLES PROGRAM

CONNECT • ELEVATE • INSPIRE



# DIRIGER ÉLEVANT LES A

PROGRAMME DES CERCLES

CONNECTER • ÉLEVER

We would like to extend a warm welcome to all 1100 new members of the 2024 Lifting as You Lead Mentoring Circle program! You raised your hand, put in the commitment and said yes. I want to Lift as I Lead - I want to make the Public Service the best workplace in Canada and the world to serve in. This 10-week mentoring and leadership development program will be a game changer for your career and we are so happy you are here.

Now let's get started!

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## **Welcome Message**

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“Thank you” doesn’t feel like enough to describe how happy we are, for you to have made the commitment to join the Lifting as you Lead Mentoring Circles program 4th edition, organized by the Diversity and Inclusion Office, Materiel Group, National Defence, and open to all Federal Public Service members.

What began as a simple idea from our consultations has grown into a thriving network, addressing the desire for meaningful networking and professional growth.

### **There’s Power in People Coming Together**

You're now part of a diverse network of 1100+ inclusive-minded leaders, assigned to a Circle: a small, trusted group for goal achievement in a safe space. This Circle will facilitate learning from others' experiences and diverse perspectives, expanding your knowledge and tactical skills.

LLMC offers a unique opportunity for everyone to feel valued and respected for their contributions. The relationships you build will accelerate progress and drive accountability.

By actively engaging with your Circle, sharing experiences, and fostering connections, you'll unlock personal and professional growth opportunities. This knowledge empowers you to advance in your career.

### **The Time to Act is Now!**

Thank you for answering the call to action, committing to creating a psychologically safer workplace for all, especially those from equity-deserving groups.

We hope you will feel a real and fundamental shift throughout the program. And together we will celebrate all the hard work you put into this experience. Thank you for showing up for yourself, your family, your organization and the communities you’re called to serve.

Going forward, take advantage of all the networking that will take place, meet new LLMC members in MS Teams and on LinkedIn. Lean into the Masterclasses.

Choose to stay consistent with that next level version of you. We are rooting for you.

## **About LLMC**

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LLMC is a one-of-a-kind program created to make a difference in the Federal Public Service. It is the largest group mentoring program for Government of Canada Public Service Members and Canadian Armed Forces members. It helps participants pursue both personal and professional growth.

Starting in September 2024 LLMC is a 10-week inclusive leadership development program that focuses on immersive learning in a group mentoring setting. The weekly time commitment is 1.5 - 2.5 hours.

LLMC was created in 2021 based on consultations with the people at Materiel Group at National Defence. The consultations at the time were taking place as part of LLMC Founder Samantha Moonsammy’s new role as the Diversity and Inclusion Section Head as she worked on creating the Diversity and Inclusion Action plan for the organization. The conversations she participated in highlighted many things. People wanted to build connections with their colleagues, they wanted to contribute more, and they wanted the chance for promotions. The challenge was they didn’t know where to start. The answer was found right in the [Clerk’s Call to Action](#).

# Circle Ground Rules and Values

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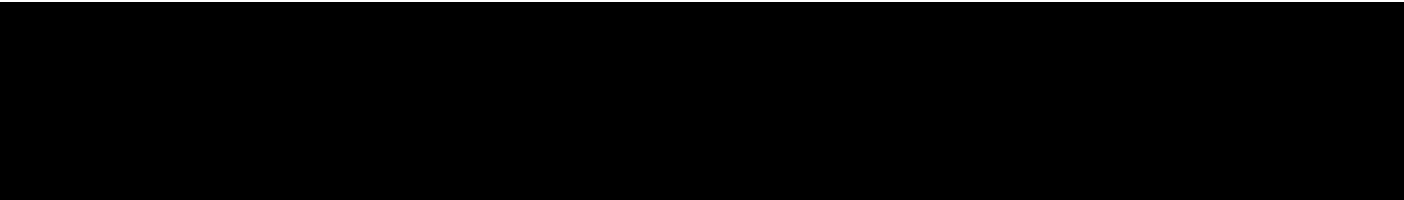
- Equality: Everyone is an equal member
- Substance: Share what's important
- Openness: Listen and avoid judgements
- Respect: Treat others as they would like to be treated
- Confidentiality - trust is critical
- Bring your full self and beginner's mindset to each session
- Come nourished and stay hydrated
- Keep your camera on so everyone feels safe and connected
- Be candid and honest - listen with empathy
- Be ready to engage with your peers
- Remove outside distractions
- Keep your audio off, except when asking questions and contributing to the discussion
- Be fully present and attend all five weeks - no multitasking

## Launch Event - September 17, 2024

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Watch on DND devices (DWAN ([https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EcrYYCeKO\\_dLkQbfOC2d\\_CEBLz4o5wlC232gQQ1zyoi5pw?e=Jyso49](https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EcrYYCeKO_dLkQbfOC2d_CEBLz4o5wlC232gQQ1zyoi5pw?e=Jyso49)))

### Recording



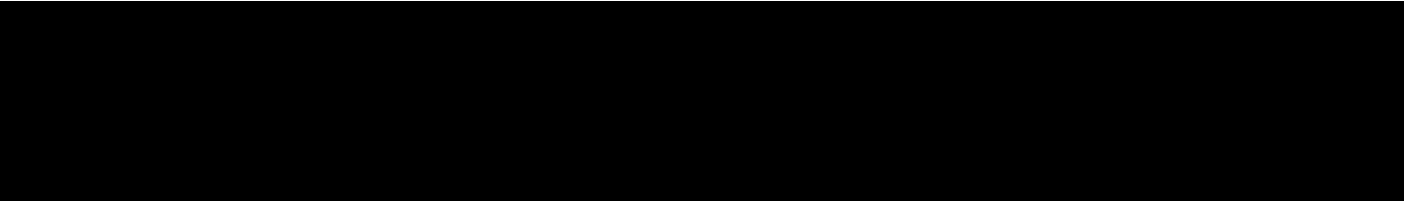
## Graduation - March 18, 2025

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### Article

Watch on DND devices (DWAN (<https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/Ed7KtDFag7dLiF2ypvzVDboBxl0EOL3MAJ5Bms5JRXujuw?e=ql9bdJ>))

### Recording



## Meet Your Circle Members

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| Prep before Meet Your Circle Members - 90 minutes                                                                                                                   | During the Circle                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>1. Download the Discussion Guide here (PDF   PowerPoint).</div> <div>2. Select who will be the Circle Leader and Assistant to facilitate the discussion.</div> | <ul style="list-style-type: none"><li>▪ Follow ground rules and values</li><li>▪ Be respectful</li><li>▪ Be camera ready</li><li>▪ Have a stable Wi-Fi connection</li><li>▪ Be committed</li><li>▪ Microphone etiquette</li><li>▪ Actively participate</li><li>▪ Connect and have fun</li></ul> |

# Masterclass 1 - The Power of Sponsorship: Navigating for Career Advancement

## Article

Watch on DND devices (DWAN (<https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EZQ9m3PID8FMI4FHmfbfHZoBPFzKxPYJziRcwiOp7LJkgw?e=8eh8FM>))

## Recording

### Circle 1 - Sponsorship and Career Building

| Prep before your Circle #1 - Sponsorship and Career Building - 90 minutes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | During the Circle                                                                                                                                                                                                                                                                               | After the Circle                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <div>1. Download the Discussion Guide here (PDF   PowerPoint   PowerPoint - DWAN (<a href="https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/Ef1AOKo0hFIOvo52L9Y-Z1ABtwac_icpghNZ1a9DgMlfxw?e=aMvkzl">https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/Ef1AOKo0hFIOvo52L9Y-Z1ABtwac_icpghNZ1a9DgMlfxw?e=aMvkzl</a>)   Accessible PDF).</div> <div>2. If you missed the September 23 Masterclass - The Power of Sponsorship: Navigating for Career Advancement, watch the recording here.</div> <div>3. Select who will be the Circle Leader and Assistant to facilitate the discussion.</div> | <ul style="list-style-type: none"><li>▪ Follow ground rules and values</li><li>▪ Be respectful</li><li>▪ Be camera ready</li><li>▪ Have a stable Wi-Fi connection</li><li>▪ Be committed</li><li>▪ Microphone etiquette</li><li>▪ Actively participate</li><li>▪ Connect and have fun</li></ul> | <div>1. Complete the Written Component (mandatory)</div> <div>2. Network and connect at the Friday LLMC Lounge</div> |
| Written Component ( <a href="https://forms.office.com/r/Rb1HcwcqdZ">https://forms.office.com/r/Rb1HcwcqdZ</a> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                 |                                                                                                                      |

### Masterclass 2 - Inclusive Leadership: Building Cultures of Belonging

## Article

Watch on DND devices (DWAN ([https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EWLQDhfigwZMr\\_m\\_f7DPApkoBHDjs9GtQzpJ4zgyXm08R2w?e=oC2Dm7](https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EWLQDhfigwZMr_m_f7DPApkoBHDjs9GtQzpJ4zgyXm08R2w?e=oC2Dm7)))

## Recording

### Circle 2 - Inclusive Leadership

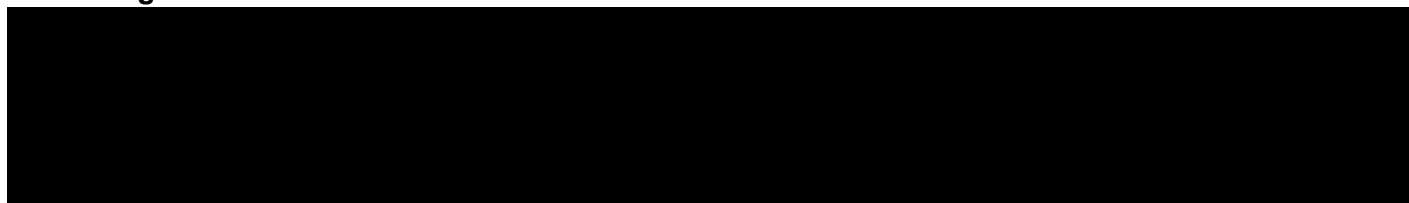
| Prep before your Circle #2 - Inclusive Leadership - 90 minutes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | During the Circle                                                                                                                                                                                                                                                                                        | After the Circle                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> <li>1. Download the Discussion Guide here (PDF   PowerPoint   PowerPoint - DWAN (<a href="https://018gc.sharepoint.com/:p/s/WKG-2177-0003/ETpqNQxNZQtKoknwyT6bAM0BJl5-bvg5WoTnHfx8f-g9ww?e=WRS9cq">https://018gc.sharepoint.com/:p/s/WKG-2177-0003/ETpqNQxNZQtKoknwyT6bAM0BJl5-bvg5WoTnHfx8f-g9ww?e=WRS9cq</a>)   Accessible PDF).</li> <li>2. If you missed the October 7 Masterclass - Inclusive Leadership: Building Cultures of Belonging, watch the recording here.</li> <li>3. Select who will be the Circle Leader and Assistant to facilitate the discussion.</li> </ol> | <ul style="list-style-type: none"> <li>▪ Follow ground rules and values</li> <li>▪ Be respectful</li> <li>▪ Be camera ready</li> <li>▪ Have a stable Wi-Fi connection</li> <li>▪ Be committed</li> <li>▪ Microphone etiquette</li> <li>▪ Actively participate</li> <li>▪ Connect and have fun</li> </ul> | <ol style="list-style-type: none"> <li>1. Complete the Written Component (mandatory)</li> <li>2. Network and connect at the Friday LLMC Lounge</li> </ol> |
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## Masterclass 3 - Say Less, Get More: Mastering Effective Negotiation

### Article

Watch on DND devices (DWAN (<https://018gc.sharepoint.com/:v/s/WKG-2177-0003/ETCvncPEpWFPp3wFVHzf7RYBPEAVq5jJ-JlmdIEJ-oEbPA?e=bAMxm4>))

### Recording



## Circle 3 - Mastering the Art of Negotiation

| Prep before your Circle #3 - Mastering the Art of Negotiation - 90 minutes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | During the Circle                                                                                                                                                                                                                                                                                        | After the Circle                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
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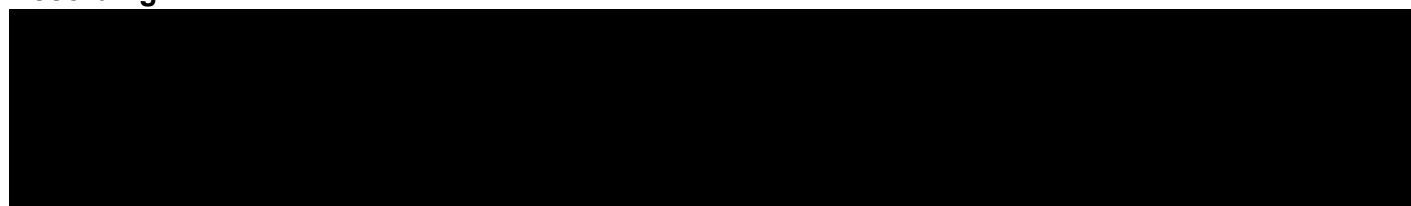
## Masterclass 4 - The Values and Ethics of Human Rights Work in the Federal Public Service

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### Article

Watch on DND devices (DWAN ([https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EZqBiQwb4pVKkfgkrC03v5QB-bl8ajUF\\_qpq6ZzatcOqCw?e=P8rE9w&nav=eyJyZWZlcnJhbEluZm8iOnsicmVmZXJyYWxBcHAiOiJTdHJIYW1XZWJBcHAiLCJyZWZlcnJhbFZpZXciOiJhZGFyZURpYWxvZy1MaW5rliwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYlIsInJlZmVycmFsTW9kZSI6InZpZXcifX0%3D](https://018gc.sharepoint.com/:v:/s/WKG-2177-0003/EZqBiQwb4pVKkfgkrC03v5QB-bl8ajUF_qpq6ZzatcOqCw?e=P8rE9w&nav=eyJyZWZlcnJhbEluZm8iOnsicmVmZXJyYWxBcHAiOiJTdHJIYW1XZWJBcHAiLCJyZWZlcnJhbFZpZXciOiJhZGFyZURpYWxvZy1MaW5rliwicmVmZXJyYWxBcHBQbGF0Zm9ybSI6IldlYlIsInJlZmVycmFsTW9kZSI6InZpZXcifX0%3D)))

### Recording



## Circle 4 - Diversity, Equity, Inclusion and Accessibility: A Non-Performative Approach

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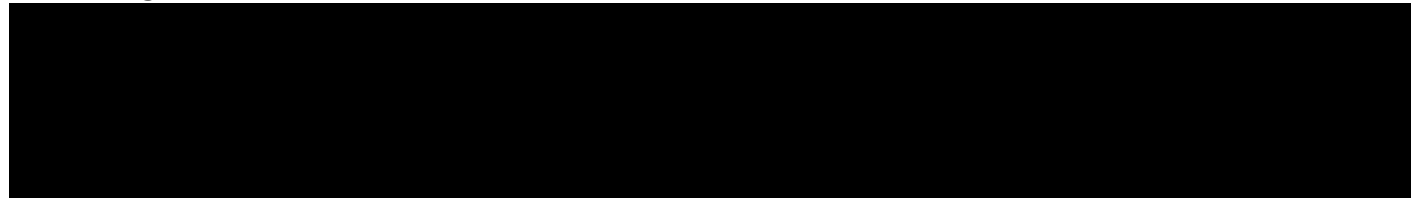
| Prep before your Circle #4 - Diversity, Equity, Inclusion and Accessibility: A Non-Performative Approach - 90 minutes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | During the Circle                                                                                                                                                                                                                                                                                        | After the Circle                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
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## Masterclass 5 - Self-Compassion and Neuroplasticity

### Article

Watch on DND devices (DWAN (<https://018gc.sharepoint.com/v:/s/WKG-2177-0003/EVn6mqzRAmZNueoDHtYjKQcBS4PC3ZuYVdDdESqzOaQ6Mw?e=nrjXoK>))

### Recording



Presentation (ENG | FR | Bilingual)

## Circle 5 - Self-Compassion and Neuroplasticity

| Prep before your Circle #5 - Self-Compassion and Neuroplasticity - 120 minutes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | During the Circle                                                                                                                                                                                                                                                                                          | After the Circle                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <div>1. Download the Discussion Guide here (PDF   PowerPoint   PowerPoint - DWAN (<a href="https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EVzQtd0ATXZDk3VBLFU9wYoBt0L4UNkZFgs_hGpe5GbVNQ?e=X4Zr2i">https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EVzQtd0ATXZDk3VBLFU9wYoBt0L4UNkZFgs_hGpe5GbVNQ?e=X4Zr2i</a>)   Accessible PDF).</div> <div>2. If you missed the November 18 Masterclass - Self-Compassion and Neuroplasticity, watch the recording here.</div> <div>3. Select who will be the Circle Leader and Assistant to facilitate the discussion.</div> | <div><ul style="list-style-type: none"><li>▪ Follow ground rules and values</li><li>▪ Be respectful</li><li>▪ Be camera ready</li><li>▪ Have a stable Wi-Fi connection</li><li>▪ Be committed</li><li>▪ Microphone etiquette</li><li>▪ Actively participate</li><li>▪ Connect and have fun</li></ul></div> | <div>1. Complete the Written Component (mandatory)</div> <div>2. Network and connect at the Friday LLMC Lounge</div> |
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## FAQ

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This page was last edited on 13 August 2025, at 19:44.

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