

Lifting as you Lead Mentoring Circles Program 2025

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**LIFTING AS
YOU LEAD**

MENTORING CIRCLES PROGRAM

CONNECT • ELEVATE • INSPIRE



**DIRIGER EN
ÉLEVANT LES AUTRES**

PROGRAMME DES CERCLES DE MENTORAT

CONNECTER • ÉLEVER • INSPIRER

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What is Lifting as you Lead Mentoring Circles Program (LLMC)?

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 2025 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 (<https://www.canada.ca/en/privy-council/corporate/clerk/call-to-action-anti-racism-equity-inclusion-federal-public-service.html>)

Five years ago, LLMC began with a bold vision: To build a community of values-based leaders dedicated to empowering people, transforming workplaces, and shaping the future of leadership. Since then, it has grown into a people-powered movement, equipping over 2000+ leaders within the Defence Team and the Federal Government of Canada with the skills, knowledge, and connections to drive positive change.

Founders' Message

"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, organized by the Diversity and Inclusion Office, Materiel Group, National Defence, and open to all Federal Public Service members and members of the Canadian Armed Forces.

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 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 sponsorship, especially for deserving equity groups. Sponsorship is an intentional relationship where influential individuals advocate for career advancement and barrier removal.

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.

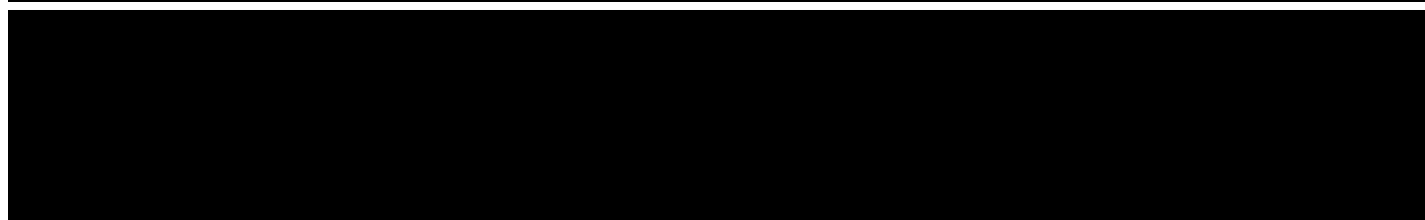
The Time to Act is Now!

Thank you for answering the Call to Action, committing to creating a psychologically safer workplace for all, especially those from deserving equity 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 community you're called to serve.

Going forward, take advantage of all the networking that will take place, meet new LLMC members in GCmessage and on LinkedIn, and lean into the Masterclasses. Choose to stay consistent with that next level version of you. We are rooting for you.

LLMC Video



Cohort 5 - Registration

Did you know that approximately 75% of leaders say mentoring played a key role in their success? (Gallup, March 2022 Study)

Get ready to take your career to the next level! Lifting as you Lead Mentoring Circles (LLMC) is a free group mentorship program that is breaking down barriers across our organizations to provide opportunities for people of all backgrounds and levels to advance their careers.

Since its debut in 2020, LLMC has elevated the careers of 2,000+ participants, playing a vital role in creating inclusive leaders who create innovative workplaces, advocate for change, and take care of the people-side of business.

We offer:

- Small group mentoring Circles for an immersive learning experience
- Masterclass sessions to get you real-time leadership skills you can directly implement in your organization
- Ongoing opportunities to build your network of supportive mentors

LLMC is not just a leadership development initiative—it's a strategic investment that directly contributes to business success by:

- Strengthening the leadership pipeline by developing future-ready leaders
- Enhancing diversity, equity, and inclusion (DEI) in alignment with key government initiatives
- Improving talent retention and engagement through a supportive learning culture that increases job satisfaction and reduces turnover
- Scalable & cost-effective career development that maximizes impact with minimal resources
- Transfer of institutional knowledge that prevents the loss of expertise

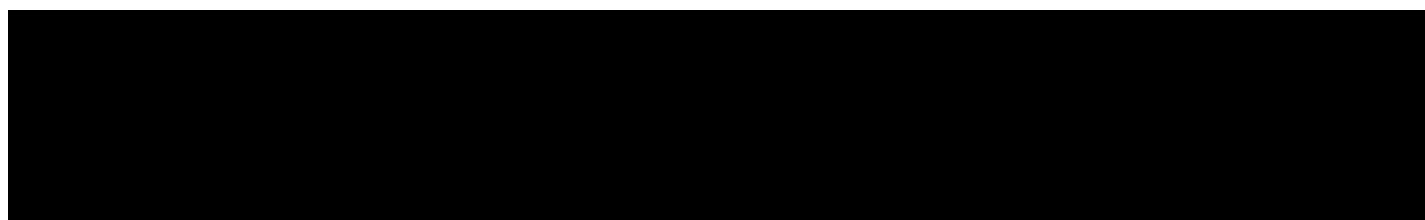
Don't miss out on this one-of-a-kind opportunity! LLMC Cohort 5 registration (running September-December 2025) is now open until May 31, 2025 for all Federal Public Servants and Defence Team members.

Register now to secure your spot and start your journey towards becoming an inclusive leader.

Register for LLMC 2025 [here \(https://forms-formulaires.alpha.canada.ca/en/id/cm8g7rovpo01cvp6f8rdglojzf\)](https://forms-formulaires.alpha.canada.ca/en/id/cm8g7rovpo01cvp6f8rdglojzf)

Connect | Elevate | Inspire

LLMC is a people-powered movement and answers the Clerk's Call to Action. Through this lens, the LLMC program provides members with an innovative space and opportunity to actively participate in making our workplaces inclusive and building their leadership skills.



[Transcript](#)

Program Overview

Please visit the [LLMC Cohort 5 Program Overview](#) page for all relevant content to Cohort 5!

Schedule

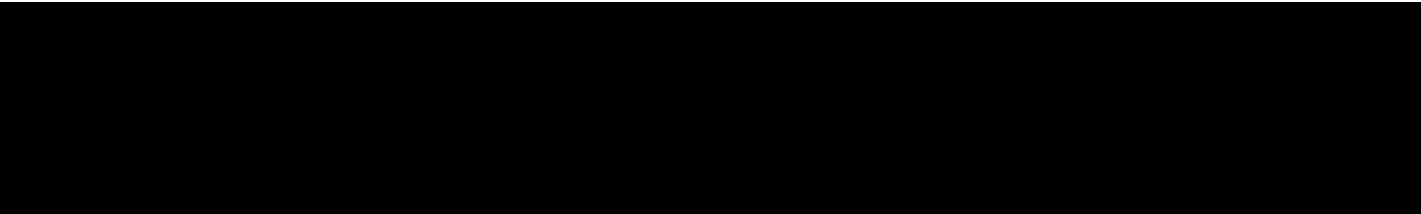
Explore the LLMC schedule and discover if the program resonates with you. Circle sessions are 90 minutes.

2025 Schedule	
July 29 1:00 pm - 2:00 pm ET	Summer Information Session Presentation Recording (https://youtu.be/NJHYc4KymYA)
September 4 & 5 1:00 pm - 2:00 pm ET	Information Sessions
September 9 1:00 pm - 2:30 pm ET	LLMC 2025 Launch Event
September 16 or 17 90 minutes	Meet Your Circle Members
September 22 1:00 pm - 2:30 pm ET	Masterclass #1 - Inclusive Leadership: Psychological Safety and Belonging as the Future of Work
September 25 1:00 pm - 2:00 pm ET	Bilingual Lounge
September 30 or October 1 90 minutes	Circle #1 - Inclusive Leadership
October 2 1:00 pm - 2:00 pm ET	Bilingual Lounge
October 3 1:00 pm - 2:00 pm ET	French Lounge
October 6 1:00 pm - 2:30 pm ET	Masterclass #2 - Say Less, Get More: Mastering Effective Negotiation
October 9 1:00 pm - 2:00 pm ET	Bilingual Lounge
October 14 or 15 90 minutes	Circle #2 - Mastering the Art of Negotiation
October 16 1:00 pm - 2:00 pm ET	Bilingual Lounge
October 17 1:00 pm - 2:00 pm ET	French Lounge
October 20 1:00 pm - 2:30 pm ET	Masterclass #3 - The Power of Sponsorship: Turning Connection into Career Momentum
October 23 1:00 pm - 2:00 pm ET	Bilingual Lounge
October 28 or 29 90 minutes	Circle #3 - Sponsorship and Career Building
October 30 1:00 pm - 2:00 pm ET	Bilingual Lounge
October 31 1:00 pm - 2:00 pm ET	French Lounge
November 3 1:00 pm - 2:30 pm ET	Masterclass #4 - Innies and Outies: Maintaining our Humanity During the Age of AI

November 6 1:00 pm - 2:00 pm ET	Bilingual Lounge
November 11 or 12 90 minutes	Circle #4 - Diversity, Equity, Inclusion and Accessibility: A Non-Performative Approach
November 13 1:00 pm - 2:00 pm ET	Bilingual Lounge
November 14 1:00 pm - 2:00 pm ET	French Lounge
November 17 1:00 pm - 2:30 pm ET	Masterclass #5 - Confidence: Strengthen Your Mindset for Career and Leadership Success
November 20 1:00 pm - 2:00 pm ET	Bilingual Lounge
November 25 or 26 120 minutes	Circle #5 - Confidence: Strengthen Your Mindset for Career and Leadership Success
November 27 1:00 pm - 2:00 pm ET	Bilingual Lounge
November 28 1:00 pm - 2:00 pm ET	French Lounge
March 17 1:00 pm - 2:30 pm ET	Lifting as you Lead 2025 Graduation Ceremony Transcript MS Team Background

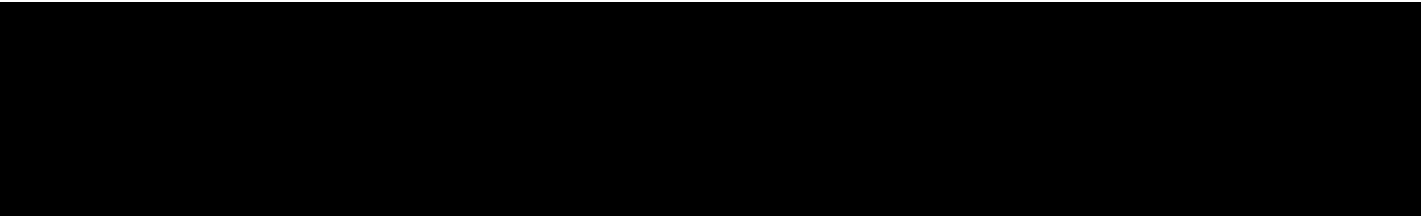
Launch

Recording



Graduation Ceremony

Recording



Find my Circle

The link below is to a full directory of LLMC participants, grouped by Circle. This document is **password protected** and is searchable by typing Control+F on your keyboard. You have received an email with the password and instructions on accessing the LLMC program network.**Please do not share the password.**

[Networking Best Practices](#)

LLMC Support Form (<https://forms.office.com/r/VuHtwkFKL8>)

Masterclasses

	Topic
September 22, 2025 1:00 pm - 2:30 pm Eastern Time	<u>Inclusive Leadership: Psychological Safety and Belonging as the Future of Work</u>
October 6, 2025 1:00 pm - 2:30 pm Eastern Time	<u>Say Less, Get More: Mastering Effective Negotiation</u>
October 20, 2025 1:00 pm - 2:30 pm Eastern Time	<u>The Power of Sponsorship: Turning Connection into Career Momentum</u>
November 3, 2025 1:00 pm - 2:30 pm Eastern Time	<u>Innies and Outies: Maintaining our Humanity During the Age of AI</u>
November 17, 2025 1:00 pm - 2:30 pm Eastern Time	<u>Confidence: Strengthen Your Mindset for Career and Leadership Success</u>

Circle Discussion Guides

Meet Your Circle Members (PDF | PowerPoint | PowerPoint - DWAN (<https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EelcCD0Aj55AsfrNRiRxLZ4BKx9rWYINgS0EtFPPXsVQuQ?e=YSQGby>))

Circle #1 - Inclusive Leadership (PDF | PowerPoint (<https://1drv.ms/p/c/45de2c8a0172e3e1/EeKa1KZfZsNLiKmWYHU8xLUB1woolLSkzmsXKmjFYP2wLQ?e=EGk6zy>) PowerPoint - DWAN (https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EVO_ILbACZ5JtVMEm9melv0B3sbHVBBe1Byo-uz2XgZXMA?e=k4YqEc) | Accessible)

Circle #2 - Mastering the Art of Negotiation (PDF | PowerPoint (https://1drv.ms/p/c/45de2c8a0172e3e1/EZK0q8pBfdBGn4bdxeEJKIIBFgtjEE2io-x29rk_wDTzw?e=gsN7Bu) PowerPoint - DWAN (https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EW_S0o3-wBNIIYonKYfmtEBPw48uQaBATVRtNk4BkUp4g?e=wJUHUE) | Accessible)

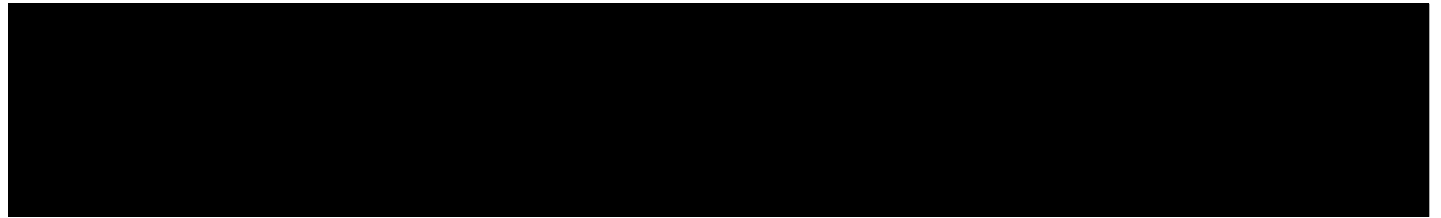
Circle #3 - Sponsorship and Career Building (PDF | PowerPoint (https://1drv.ms/p/c/45de2c8a0172e3e1/EUMdPkZoK6FPnS-YVKi0ggB1h9iF2GO8_wvlGBW9PdW9w?e=K2BUBg) PowerPoint - DWAN (https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EeBsgb_0RPBIgYy7iQhFBL0BCBk0jZ5Bgi7S35MnXhU_JQ?e=AhSsd9) | Accessible)

Circle #4 - Diversity, Equity, Inclusion and Accessibility: A Non-Performative Approach (PDF | PowerPoint | PowerPoint - DWAN (<https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EQ2DES:CNMZNhtpZICrFCwBhTEFIBuIU8At46GVsABOyA?e=A49Cqa>) | Accessible)

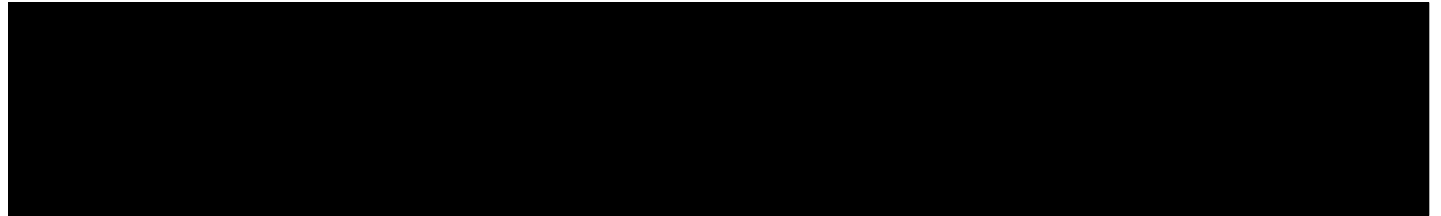
Circle #5 - Confidence: Strengthen Your Mindset for Career and Leadership Success (PDF | PowerPoint | PowerPoint - DWAN (<https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/ERHy4XgLT5Nn50GX5VOYxsBPCh77O6cjR5Xc3Mn-zBYhg?e=rdvVtn>) | Accessible)

Testimonials

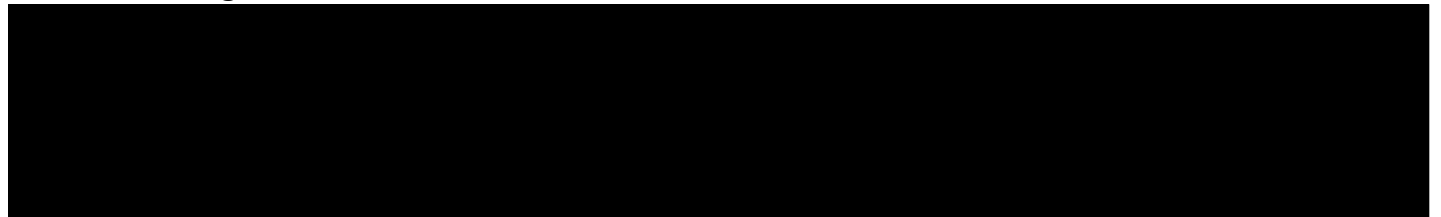
Adam Emond



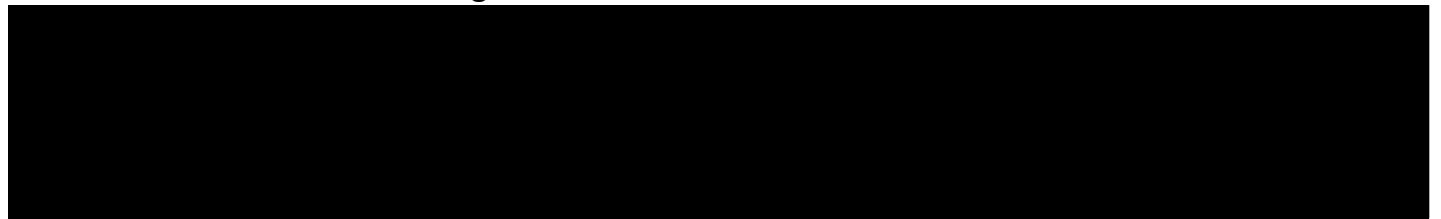
Adele Dacres



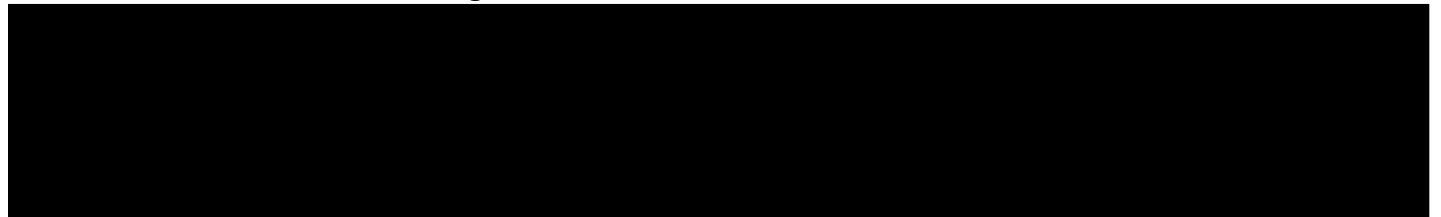
Marcia Golding



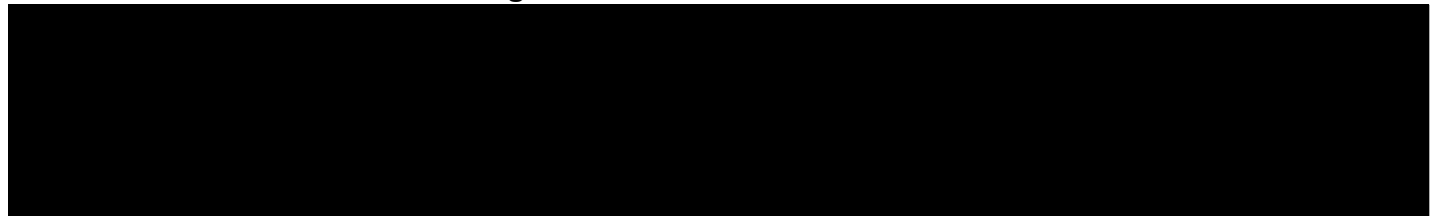
Adam Emond - French with English Subtitles



Paul Nobossi - French with English Subtitles



Nadine Noncent - French with English Subtitles



Learning Library

Add to your toolkit by exploring the LLMC [Learning Library](#)

In the News

LLMC Information Session

Promotional Kit

You are encouraged to promote this program and the resource guides within your organization. Within this page, you will find a promotional kit that you and your team can use to share information with your team and help start or continue the conversation about equity, diversity, accessibility, and inclusion.

Brochure (<https://lifting-as-you-lead.mycanva.site/lifting-as-you-lead-mentoring-circles-program-2025>)

Pitch presentation

English Pitch Presentation - PowerPoint | DWAN (<https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EX9T9j2vaVRBnPKD5OEWrMBkCFI8gBzGwy4hKVslByXTQ?e=pe7fPA>)

Bilingual Pitch Presentation - PowerPoint | DWAN (<https://018gc.sharepoint.com/:p:/s/WKG-2177-0003/EYBtZliGvwNBsBetk0tDCusB95rZWa5e021cO9zgoPmjow?e=jtUebC>)

Pitch Presentation Speaking Notes

English PDF of Pitch Presentation

Bilingual PDF of Pitch Presentation

Notes for chat

Social Media

LinkedIn Post	Facebook and Instagram Post	Facebook and Instagram Story	Sample Caption Text

MS Teams Backgrounds



[Download white background](#)



[Download yellow background](#)

Be the Change in the Federal Public Service

We understand that your busy life is already filled with numerous commitments, but we encourage you to spare a few moments and allow us to present a case for you to participate in the 4th cohort of the LLMC program.

The Time to Act is Now!

By actively engaging with your Circle members, sharing your story, knowledge, and questions, and fostering connections within the broader LLMC network, you will unlock opportunities for personal and professional growth. The knowledge you acquire through these interactions will empower you to advance in your career.

LLMC is a call to action for you to become a change-maker through sharing what you learned with those in your organisation and by integrating it into your daily actions. By applying for this program, you are committing to use what you learn to create a psychologically safer workplace for everyone, especially those from deserving equity groups.

Applying to this program means you are committing to actively participate in all five circle sessions. Masterclasses are optional but we encourage you to attend as they will provide you with tangible hands-on learning related to each week's topic.

The LLMC Program was created with inspiration from the Lean In Circle program created by Sheryl Sandberg. Our program was created to make a difference in the Federal Public Service and relies on the Circle format to help members pursue both personal and professional growth.

There's Power in People Coming Together

The Circle format provides a small trustworthy group to help you reach your goals in a safe and brave space. A Circle is a supportive group that can help members learn from each other's experiences and benefit from other ways of thinking. By applying to the program, you are making a commitment to learning. Through this commitment, you will expand your knowledge and tactical skills.

The LLMC program will provide a unique opportunity to connect with others who are looking to sponsor or be sponsored. Sponsorship is an important tool in the federal public service, especially for those identifying as part of a deserving equity group. Sponsorship is a proactive and intentional relationship where 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.

The LLMC program was created and is organized by the [Diversity and Inclusion Office](#), Materiel Group, National Defence.

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Eligibility

We are looking for any federal public servants who have support from their supervisor to participate in the program.

Everyone means everyone. Take the 3-3-3 challenge and recruit from the EX-community, management and members from coast to coast. Let's surround ourselves with people who will lift you higher. We look forward to welcoming you to the program. Let's work together to foster a greater sense of community and belonging within the public service.

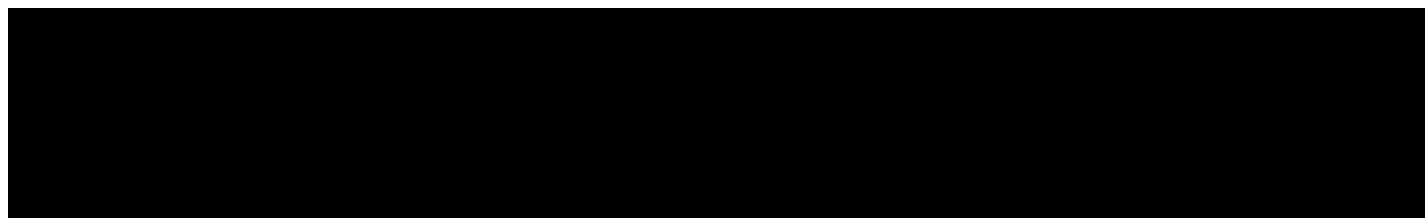
Official Languages

There is no official language requirement to participate in the program. The program's learning components will be provided in both official languages.

Circle Leader Training

Presentation

Testimonials



Other LLMC Cohorts

2021

2021 Testimonials

2022

2023

2024

FAQ

We welcome your feedback

Do you have questions about LLMC? Reach out anytime to ask a question or just send us your suggestions to [Team, Materiel Group, L1 Diversity and Inclusion Office(<mailto:+diversityandinclusion-diversiteetinclusion@forces.gc.ca>)]

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This page was last edited on 17 March 2026, at 16:03.

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