**National Managers’ Community - Toronto Managers Connect Day Program**

May 1, 2024

North York Central Library, Concourse Level, 5120 Yonge Street, Toronto

**Sample Questions - Manager Speed Mentoring events**

1. What is one of the most valuable lessons you’ve learned in your public service career?
2. What is the most fulfilling aspect of your job and why?
3. What characteristics are you looking for in a leader within your organization?
4. If you were to change one thing in the public service today, what would that be?
5. What is the most challenging part of your job and why?
6. In an effort to advance my career and others in a similar position, what are three tips you can provide to managers looking to take the next step?
7. Over the course of your career, you have likely met people whose careers have not met their obvious potential. What do you think is the most common reason when this happens? How can this be prevented?
8. Did you ever take a job that turned out to be a bad fit? What did you do?
9. How often have you changed positions and when did you realize that a job is no longer the right fit for you?
10. Was there ever a leadership role you applied for and landed, but weren’t 100% qualified to do? How did you overcome the challenges you faced?
11. How can I be more strategic in pursuing my career goals in management?
12. Any tips for having difficult conversations with employees (i.e. performance reviews or constructive feedback)? Do you have any courses or resources to recommend on this front?
13. What are the key objectives and goals of your branch/sector, and how do they align with broader government initiatives?
14. Do you have any best practices to share in terms of identifying potential employees and suggested hiring practices when it comes to valuing the importance of diversity and inclusion within our organizations?
15. What are some tips to ensure ongoing communication and feedback between employees and managers to ensure both parties are well supported?
16. How does the Government of Canada promote knowledge sharing and best practices across different departments and agencies?
17. How do you navigate the challenges of maintaining professional boundaries while building a close mentor-mentee relationship?
18. What strategies do you use to keep your employees motivated and engaged, especially during challenging times?
19. What was the most valuable piece of advice you received to date, and how did it impact your career?
20. In what ways has mentorship shaped your approach to leadership within the public service?
21. How do you effectively navigate bureaucratic processes to implement innovative solutions or drive change within your department or agency?
22. What strategies do you employ to foster collaboration and communication among diverse teams, particularly when working with stakeholders from various governmental bodies or sectors?
23. Can you share an example of a challenge you faced in managing a project with limited resources or tight deadlines? How did you overcome it, and what lessons did you learn from the experience?
24. In your experience, what are the most effective methods for balancing compliance with regulations and policies while still promoting efficiency and effectiveness in governmental operations?
25. As a manager in the GC, how do you stay updated on emerging technologies, trends, and best practices to ensure your department or agency remains forward-thinking and adaptable to change?

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