



Treasury Board of Canada  
Secretariat

Secrétariat du Conseil du Trésor  
du Canada

Canada

# A back pocket guide to executive supports

Published: 2025-06-23

© His Majesty the King in Right of Canada,  
represented by the President of the Treasury Board 2025,

Published by Treasury Board of Canada, Secretariat  
90 Elgin, Ottawa, Ontario, K1A 0R5, Canada

Catalogue Number: BT53-39/2025E-PDF  
ISBN: 978-0-660-79016-9

This document is available on the Government of Canada website, [Canada.ca](https://www.canada.ca)

This document is available in alternative formats upon request.

Aussi offert en français sous le titre : Guide de mesures de soutien des cadres

# A back pocket guide to executive supports

This guide summarizes enterprise-wide supports available to federal public service executives so you can more quickly receive support on challenges you are facing. Many supports are also available to executive equivalent positions; please contact the service provider directly for more information on eligibility.

Expand All

Collapse All

## How can I take care of myself and support my team?

### ▼ Counselling services



If you or someone you know is in **immediate danger**, call 9-1-1 or go to your local emergency department.

If you or someone you know is **thinking about suicide**, call or text 9-8-8. Support is available 24 hours a day, 7 days a week through [9-8-8: Suicide Crisis Helpline](#).

If you are in **distress**, please contact your [Employee Assistance Program](#).

Self-awareness and self-care are foundational to positive mental health. In addition to your own self-care, here are resources to take care of your mental health:

- The [Employee Assistance Program \(EAP\)](#) provides free, short-term counselling for personal or work-related problems as well as crisis counselling
- The [Public Service Health Care Plan](#) covers psychological services up to \$5,000 per calendar year in eligible expenses, and a prescription is not required. Refer to the [update on improvements and changes to the PSHCP](#) for further details
- [Canada.ca/MentalHealth](#) offers information about the following:
  - provincial and territorial mental health resources
  - mental health and substance use
  - resources for First Nations, Inuit and Métis
  - [Support for family and gender-based violence](#)

Mental health resources for equity-seeking communities:

- [Indigenous Mental Health](#)
- [Knowledge Circle for Indigenous Inclusion Wellness Resource Inventory](#) (accessible only on the Government of Canada network)

- BIPOC (Black, Indigenous, People of Colour) Mental Health Resources (accessible only on the Government of Canada network)
- 2SLGBTQIA+: The LifeLine Canada Foundation (including Canada-wide supports)

#### ▼ Recovery and specialized services

- Health Canada provides extended/specialized counselling for leaders (or teams) struggling with intense work-related pressure. Contact 1-800-268-7708 or email [precgeneral.cprpgeneral@hc-sc.gc.ca](mailto:precgeneral.cprpgeneral@hc-sc.gc.ca).
- Health Canada's customized 2-week Decompression Program (designed and delivered by mental health professionals) is available to support leaders and their teams following prolonged periods of operational stress. Contact [decompression@hc-sc.gc.ca](mailto:decompression@hc-sc.gc.ca).
- The Public Service Commission of Canada (PSC) provides Executive Counselling Services by experienced professionals and executive consultants on leadership challenges, including self-management, relationship management and organizational awareness. Submit a request for services or email [cfp.scc-ecs.psc@cfp-psc.gc.ca](mailto:cfp.scc-ecs.psc@cfp-psc.gc.ca) for more information.

#### ▼ Expert-led resources (available to subscribing organizations covered by Health Canada's EAP)

- LifeSpeak: Over 1,400 expert-led videos, tipsheets and articles on topics, including wellness, mentoring, leading in times of change, inclusive leadership, adapting to a new role as a leader, and managing stress.

- Torchlight (by LifeSpeak): Expert-led and customizable resources for parents and caregivers of children and older adults, including guides, tools, and webinars. Create a profile and select your topics of interest to see guides, tools, and webinars that will help you address your specific parenting and caregiving challenges.

For information on how to access these platforms, contact your [EAP departmental coordinator](#) (accessible only on the Government of Canada network) or [find your organization's Employee Assistance Program provider](#).

## What resources can help me transition to my new role?

### ▼ Canada School of Public Service programs

- The Canada School of Public Service (CSPS) has programs to equip new executives with the skills they need to effectively lead in today's work environment:
  - [New Directors Program](#) (regular offerings)
  - [Orientation for Directors General](#) (on demand)
  - [Orientation for Assistant Deputy Ministers](#) (on demand)

### ▼ Public Service Commission leadership assessment and development

- The PSC provides [leadership assessment and development](#) services to:
  - help identify strengths and areas for development

- develop your key leadership competencies
- explore your career options
- prepare for executive selection processes

Submit a [request for services](#) or email [cfp.scc-ecs.psc@cfp-psc.gc.ca](mailto:cfp.scc-ecs.psc@cfp-psc.gc.ca) for more information.

#### ▼ Directive on Terms and Conditions of Employment for Executives

- The *Directive on Terms and Conditions of Employment for Executives*:
  - sets out the terms and conditions of employment for executives across the core public administration and the associated responsibilities of heads of human resources, delegated managers and executives
  - covers salary and non-salary elements, performance pay, special deployments and career transition agreements

For more information on your Terms and Conditions of employment, please contact your organization's Human Resources department.

#### ▼ APEX resources

- The Association of Professional Executives of the Public Service of Canada (APEX) has developed resources to help executives transition to their new role:
  - Practical Guide for New Executives
  - Onboarding Playbook: Rethinking Executives' Integration

# Where can I seek executive advice and guidance?

## ▼ Executive advisory services

- The PSC provides Executive Counselling Services which can help address leadership challenges and diversity and inclusion topics. Submit a request for services or email [cfp.scc-ecs.psc@cfp-psc.gc.ca](mailto:cfp.scc-ecs.psc@cfp-psc.gc.ca) for more information.
- APEX provides free, bilingual and confidential advisory services for executives. For more information, visit Confidential Advisory Services.

## ▼ Coaching, mentoring and networking

- Health Canada's Specialized Organizational Services (SOS) provides:
  - mentoring services from former executives or senior public servants
  - one-on-one coaching from accredited executive or leadership coaches
  - group coaching and change management
  - team buildingFor more information on SOS, contact 1-888-366-8213 or email [info-sos@hc-sc.gc.ca](mailto:info-sos@hc-sc.gc.ca).
- In addition to informal peer support from your executive colleagues, your organization may have internal executive support networks to help you navigate challenging situations.
- Executive diversity networks can be a safe space to network and learn from other executives who share your lived experience. Groups include the Black Executive Network

(accessible only on the Government of Canada network), the Indigenous Executive Network and Indigenous Senior Leaders Circle, hosted by the [Knowledge Circle for Indigenous Inclusion](#) (accessible only on the Government of Canada network), and the [2SLGBTQIA+ Executive Network of the Public Service Pride Network](#). The [GC Diversity Networks](#) website (accessible only on the Government of Canada network) is a crowd-sourced list of additional networks.

- Employees in every department and agency in the federal public service have access to free, confidential and voluntary informal conflict management services (ICMS). [Contact your ICMS Office](#) to find out how they can help you to prevent, manage and resolve a workplace issue.

#### ▼ Ombuds services

- Executives who have access to an organizational ombud office can get confidential, impartial, informal and independent support where they can:
  - discuss any workplace issues and explore options and resources available
  - gain perspective from an impartial sounding board
  - have access to a third party to support a resolution
  - raise concerns about workplace practices, actions or decisions in the organization
  - share systemic issues that can be raised by the Ombud to senior management in support of a safe, healthy and inclusive organizational culture

Consult your internal website to contact your Ombud. You can also consult the [Federal Public Service Organizational Ombuds Community](#) wiki page (accessible only on the Government of Canada network) to find the list of Ombuds offices across the federal public service.

#### ▼ Occupational Health and Safety (OHS) services

- For all questions regarding the prevention of accidents, physical or psychological injuries and illnesses, you can consult your departmental OHS advisors.
- For all questions regarding the prevention and resolution of harassment and violence in the workplace, you can consult the person or work unit identified as the designated recipient in your department.

## Where can I go to keep learning in my role?

#### ▼ Canada School of Public Service offerings

- [EXecuTALKS](#), which are short webinars designed to provide fast knowledge-sharing and learning to the executive community
- [CSPS Events](#) including webcasts, virtual conferences, forums, special events and more
- Specialized learning, including:
  - [Mental Health Learning Series](#)
  - [Equity, Diversity and Inclusion Learning Path for Executives](#)
  - [Anti-racism Learning Series](#)
  - [Gender-based Analysis Plus Learning Series](#)

- Accessibility Learning Series

- ▼ Interchange Canada

- Interchange Canada allows executives to gain new insights and perspectives by taking at-level temporary assignments outside of the core public administration (CPA). Interchange Canada allows for cross-sector mobility to go in and out of CPA.

- ▼ Executive Leadership Development Program

- The Executive Leadership Development Program (ELDP) brings together dynamic, high-caliber executives to:
  - improve their leadership skills and competencies
  - equip them to meet the current and future needs of the public service
  - expand their individual perspectives through the sharing of best practices
  - strengthen networks throughout the community of executives
- ELDP has 2 streams:
  - EX Executive Leadership Development Program (EX ELDP) targeting executives at the EX-01 to EX-03 levels
  - ADM Executive Leadership Development Program (ADM ELDP) for executives at the EX-04 and EX-05 levels

The program is nomination based. To share your interest in participating in this program, please discuss it with your supervisor or contact your organization's Human Resources department.

- ▼ APEX offerings

- Programming and events for executives that are driven by evidence-based analysis and research related to the issues and challenges impacting executives
- Additional resources to support executives are available on the Advisory Services for Executives page, including the following:
  - Reflections and Best Practices Guide for Organizations, its Leaders and Executives at all Levels
  - Effective People Management Strategies to Optimize the Workplace and Minimize Disruptions: A Practical Guide

## Contact us

We strive to keep these resources current. If you know of an enterprise-wide service or support for executives, please send it to us at GC Mental Health. Contact your organizational Human Resources for supports provided only within your organization.

© His Majesty the King in Right of Canada, represented by the President of the  
Treasury Board, 2025,  
ISBN: 978-0-660-79016-9

Date modified: 2026-04-24