

Compassionate Leadership

Dictionaries define compassion as feeling pity, mercy and sympathy and yet being compassionate is far more than feeling sympathetic or being kind to someone. Compassionate leadership is more than just being a compassionate individual and caring for a colleague who is in pain. Some leaders fear that if they show compassion people might start taking them for granted, see them as a “soft touch” and take advantage of their compassion. A compassionate leader, as well as being a compassionate person, encourages compassion and caring in the team. This workshop explores the principle of Compassionate Leadership from both a self-reflection, and a practical implementation perspective, and inspired by the writings of Michael A. West.

By the end of the one-day workshop, delegates will be able to:

- Describe how compassion is important for improving outcomes, colleague wellbeing and performance and an inclusive culture
- Define leadership behaviours that demonstrate compassion to colleagues
- Identify personal strengths as well as areas for development in moving towards a more compassionate approach to leadership

Outline Programme:

- Defining Compassion and its importance
 - What is compassion?
 - Why is compassion so scarce in organisational life?
 - Is there a business case for compassion?
- Leadership ideas, assumptions and beliefs
 - Reflective Group Exercise
 - New Leadership for new times
- Theories on what leading with compassion might look like
 - Video on use of power and discussion
 - Behaviours of compassionate leadership
 - The path to compassion
- Barriers to Compassionate Leadership
 - Considering personal leadership blind spots
 - Responding to criticism
- Leading a psychologically safe team
- Summary

6 guided learning hours
6 CPD points

Zoom test

Please make sure you are set up to run Zoom and to participate (via both camera and audio). Please [follow this link](#) to test your settings in advance.

Participation is a requirement in order to receive a certificate of attendance.



Note to delegate: There is no formal pre-work for this workshop, however you may wish to think in advance regarding the objectives, or do some reading around the topics.

What do you already know? What would you like to get out of this workshop?

Objective 1: Describe how compassion is important for improving outcomes, colleague wellbeing and performance and an inclusive culture

Objective 2: Define leadership behaviours that demonstrate compassion to colleagues

Objective 3: Identify personal strengths as well as areas for development in moving towards a more compassionate approach to leadership