

## Compassionate Leadership: Creating Cultures of Trust, Inclusion, and High Performance

(1 Day – 6 CPD Points)

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.

### Workshop outcomes:

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

### Workshop content:

- 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