Barriers to Compassionate Leadership

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Impact of the Pandemic on Leadership Approaches

- ⬇ Decreased Work, Fear and Anxiety

- ⬆ Increased Use of Virtual World

<u>But</u>

Not everyone .. i.e. Hard FM and Team clinicians

- ⬆ Increased awareness of self at work

- ⬆ Increased unsociable time on/in work

- ⬆ Increased output (not outcome)

- ⬇ Decreased disengagement

- S& P 500 – Only 10% of those in top 500 in 1983 there in 2013. *(McKinsey 2017)*

- 82% of organisations experience change in strategy / redesign over three years

- Only 23% successful. *(Aronowitz DeSmet & McGinty 2015, McKinsey 2017)*

- Health and Wellbeing

- Diverse and Inclusive

- Purpose

- Appreciation

- Fairness (Thomas + Haskins 2021)

- Teamwork

- Career Structure i.e. Aldi as example

- Flexible Working

How to apply Compassionate Leadership and Kindness?

- Be Consistent (Authentic, Fair, Genuine)
- Presence is Leadership
- Reciprocal / Reverse Mentoring
- Leadership Both – In Place & Of Place
- Self-Care
- Inclusive
- Influence
- Time (Currency)

Just and Fair

- Difficult Conversations
- Policies and Procedures
- Renumeration and Reward
- Development Opportunities
- Resource Allocation and Workload
- Trust

Action

- Invest = Time / Resources / Learning in Leadership
- Developmental Career Pathway
- Put Stress on Relational Skills
- Put Stress on Compassionate/Kind Leadership

Organisations can be good if well managed

But…

They can only be outstanding if well led
(Hughes, A./GGI,2019)