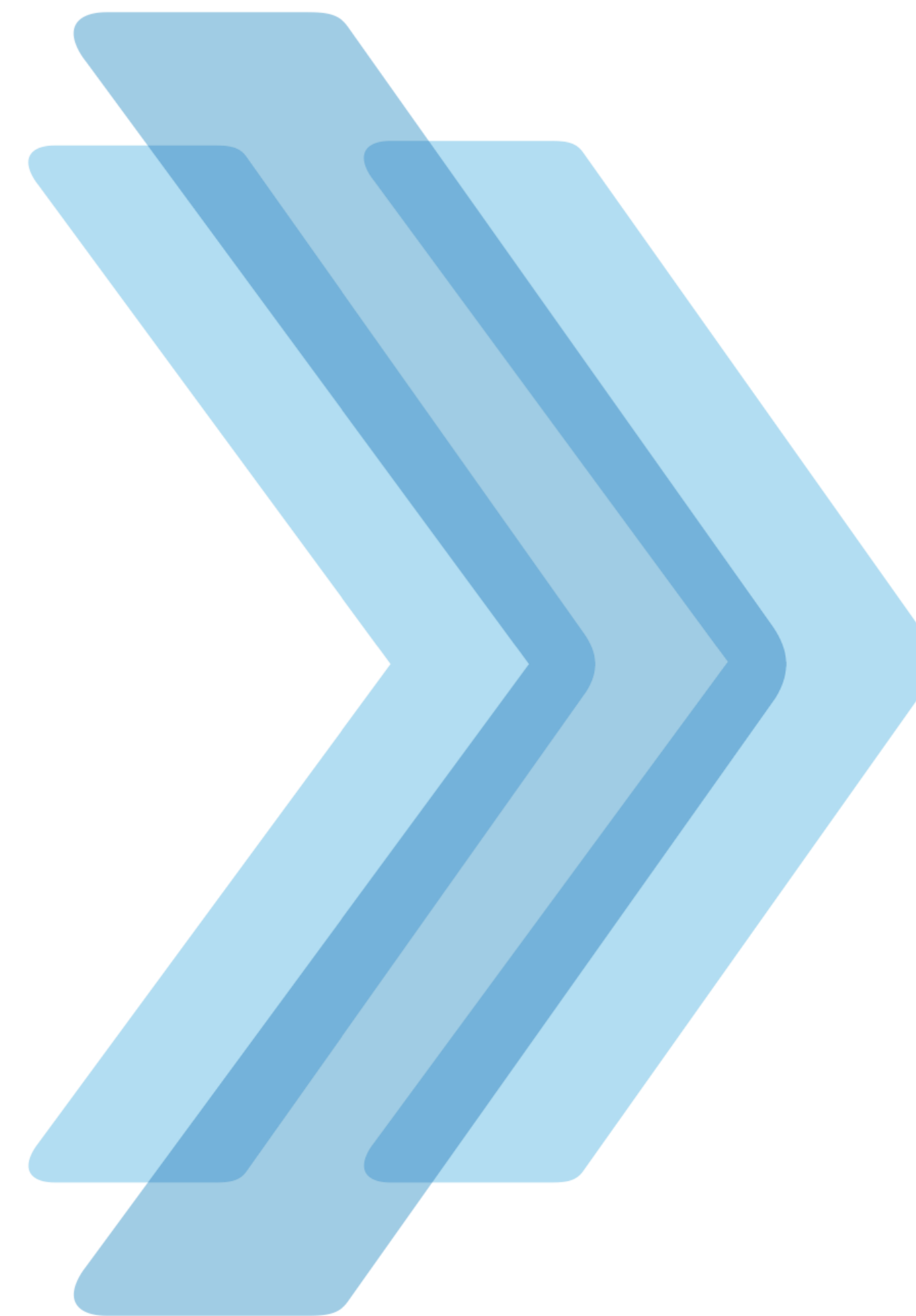




# LEADING WITH COMPASSION

**'Shaping the Future, Embedding the Culture, Empowering the System'**

AN ASPIRING EXECUTIVE DEVELOPMENT PROGRAMME



**The Kings Fund >**

# Programme Overview

## Learning Objectives

## Programme Elements

## Skills Development

### Thread 1 The Compassionate Self

1. To map the field of leadership and compassion.
2. To identify personal leadership values and triggers.
3. To grow personal impact, voice and influence.
4. To begin to develop an ongoing practice of self-care and compassion.

- Feedback & Self-Assessment
- Reflective Practice (Journalling)
- Mindfulness Practice
- Workshops
- Support & Challenge Groups

- Self-care
- Self-talk
- Presencing (managing my internal state)
- Influencing
- Reflexivity

### Thread 2 Compassionate Relationships

1. To recognise and understand group dynamics.
2. To understand the relationship between compassion, trust and resilience in teams.
3. To develop coaching, dialogic and group facilitation skills.
4. To develop the capability for wise compassionate leadership.

- Feedback & Self-Assessment
- Co-coaching
- Workshops
- Games and simulations
- Support & Challenge Groups

- Dialogue and collaboration
- Coaching
- Facilitation and chairing
- Managing conflict
- Difficult conversations
- Compassion

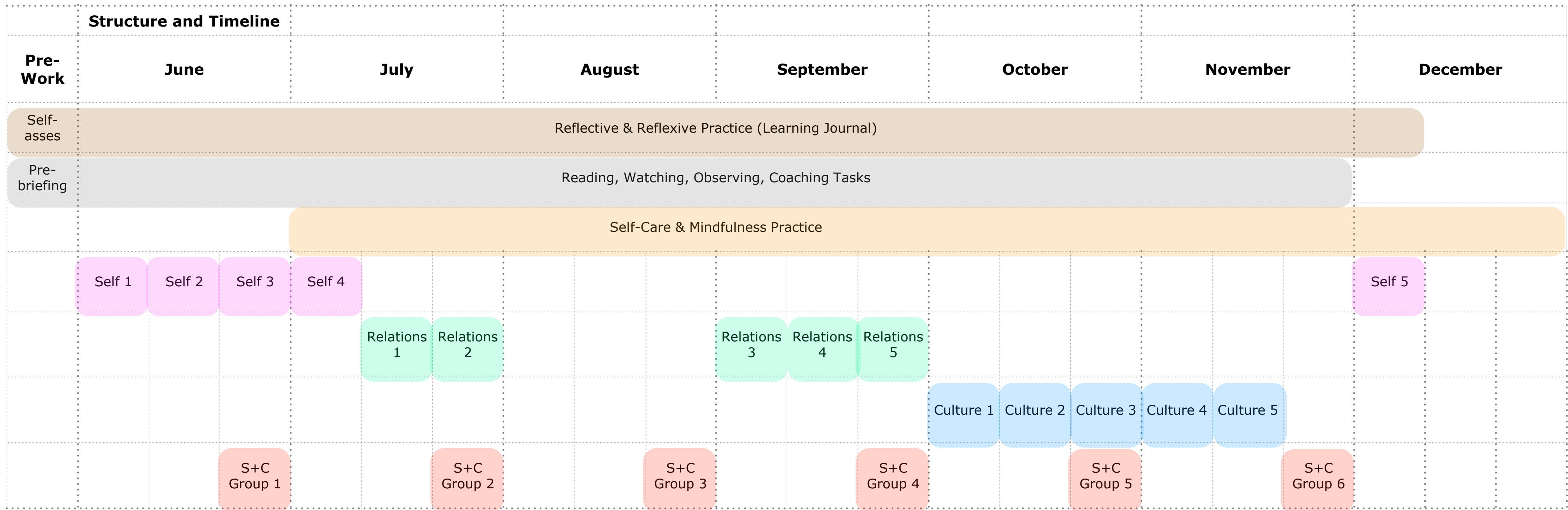
### Thread 3 Cultures of Compassion

1. To identify the features of compassionate organisational / system cultures.
2. To engage critically with barriers to compassionate leadership.
3. To refine decision making skills in context of complexity.
4. To develop key communications skills in narrative and storytelling

- Workshops
- Games and simulations
- Organisational Safari
- Support & Challenge Groups

- Narrative and storytelling
- Decision making
- Quality improvement
- Inclusion
- Change management

# Programme Overview



### Workshops

- Self 1** Personal and Professional Lifelines
- Self 2** Mapping the Field of Leadership
- Self 3** Understanding Kindness and Compassion
- Self 4** An Introduction to Relational Mindfulness
- Self 5** Learning Review

### Workshops

- Relations 1** The Art of Dialogue & Collaboration
- Relations 2** Compassionate Conflict
- Relations 3** Group Dynamics & Organisational Politics
- Relations 4** Finding Voice & Influence
- Relations 5** Teaming, Trust & Safety

### Workshops

- Culture 1** Understanding Unkind Cultures
- Culture 2** Using Narrative & Storytelling
- Culture 3** Compassionate Culture Safari
- Culture 4** Decision Making, Complexity & Change
- Culture 5** A Call to Action: Inclusion & Activism

# Structure & Timeline

Date	Time	Element
Wednesday 26 May	Half day	Pre briefing day
Tuesday 1 June	am	Self 1
Wednesday 2 June	am	Self 2
Friday 11 June	am	Self 3
Thursday 24 June	am	Support & Challenge 1
Thursday 22 July	pm	Self 4
Friday 23 July	am	Relations 1
Wednesday 28 July	am	Relations 2
Thursday 5 August	am	Support & Challenge 2
Wednesday 8 September	am	Relations 3
Tuesday 14 September	am	Relations 4
Friday 24 September	am	Relations 5
Thursday 30 September	am	Support & Challenge 3
Tuesday 12 October	am	Culture 1
Wednesday 13 October	am	Culture 2
Thursday 21 October	am	Support & Challenge 4
Friday 29 October	am	Culture 3
Friday 5 November	am	Culture 4
Tuesday 23 November	am	Culture 5
Thursday 26 November	am	Support & Challenge 5
Tuesday 7 December	am	Self 5
Thursday 16 December	am	Support & Challenge 6

# Programme Dates

	<b>Programme elements</b>
<b>Self-Assessment</b>	Pre-course self-assessment questionnaires on compassionate leadership and values.
<b>Learning Goals</b>	Self-managed learning questions to establish personal learning goals for the programme.
<b>Pre-Briefing</b>	Short introductory session covering technical requirements, structure, expectations, and contracting.
<b>Reflective &amp; Reflexive Practice</b>	Ongoing e-journaling throughout the programme.
<b>Reading, Watching, Observing &amp; Coaching tasks</b>	Curated pre-reading and video content offered for consumption asynchronously, released in a phased and managed way throughout the programme. There will also be specific 'actions' for participants to engage in away from the group, including observational tasks (noticing the workplace) and 'coaching shots', which are invitations to take up coaching conversations and practice particular skills throughout the life of the programme.
<b>Self-Care &amp; Mindfulness Practice</b>	A key requirement of the programme is the development of an ongoing and demonstrable practice and regime of self-care and mindfulness.
<b>Workshops</b>	Facilitated themed sessions, 3 hours long, hosted on 'Gwella'.
<b>Games &amp; Simulations</b>	These will be used to explore key themes in the programme and will fit within the structure and pattern of the workshops.
<b>Organisational Safari</b>	A half-day immersion into the life of another organisation outside the NHS that can demonstrate a kind and compassionate culture.
<b>Support &amp; Challenge Groups</b>	Self-organised, peer-coaching groups focused on real-world issues of work and leadership lasting 3 hours. These sessions are designed to continue long after the programme, feeding an alumni network and community of practice and learning that grows as cohorts pass through the formal programme.

# Programme elements