**Lesson Plan**

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| **Time** | **Aim** | **Key Messages** | **Content / Tutor information** | **Resources & Exercises** |
|  | Welcome & Introductions  Create a positive environment for learning |  | Introductions and exploration of participant aims and objectives – what do participants want to get out of this session  Encourage questions, debate, and challenge. Be inclusive | * Slide 1 |
|  | Provide a Programme overview and summarise the aims of module 4 – compassion and leadership | This programme comprises 4 modules and a learning pathway to help consolidate compassionate behaviours.  This is one module of the programme aimed at understanding what is meant by compassionate leadership and why it matters in health and care.  Aims of this module:   * Understand and apply knowledge about core needs at work * Develop the understanding and motivation to practice self-compassion * Understanding of recovery, ways to wellbeing and the practice of RAIN * Putting it into practice * Develop action plans and brief for self-directed learning | This learning journey needs to be experiential so people can connect, or it loses impact.  Many of the initial exercises are designed to encourage self-reflection and understanding of self.  As tutor you require authenticity and model compassionate leadership. | * Slide 2 |
|  | Compassionate Leadership Core Needs | Compassionate leaders must constantly focus on meeting the core needs of people at work.  **ABC** are core needs of work – Autonomy, Belonging and Competence. | Further reading of interest to participants relevant to core needs at work *pp 119-122 Compassionate Leadership*  Reports with multiple case examples:   1. Caring for Doctors, Caring for Patients GMC 2. The Courage of Compassion, The King’s Fund and RCN Foundation | * Slide 3 |
|  | Compassionate Leadership Core Needs | **Exercise 1:** Importance of core needs – why are they not met; how can leaders meet them? | 1. Group work on core needs and why they are not being met in health and social care? 2. Group work on How they as leaders can individually and collectively (with each other and other leaders across the system) better meet the core needs of staff? | * Slide 4 * Exercise 1 |
|  | Compassionate Leadership Core Needs | The Eight areas of action are key to developing a compassionate culture, the areas expand on the ABC of core needs at work. | **Emphasise** the eight areas of action – brief explanation of each  1. Authority, empowerment and influence  2. Justice and fairness  3. Work conditions and working schedules  4 Teamworking  5 Culture and leadership  6 Workload  7 Management and supervision  8 Education, learning and development | * Slide 5 |
|  | Compassionate Leadership Core Needs | **Exercise 2**: Eight areas of action and how leaders can personally plan to commit to them. | 1. Plenary discussion on each of the eight areas of action and what they can do. 2. Action planning (individually) on their commitments as compassionate leaders in relation to the eight areas. | * Slide 6 * Exercise 2 |
|  | * Develop the understanding and motivation to practice self-compassion | Emphasise that self-compassion is vital in the practice of compassionate leadership, we must be compassionate to ourselves to be compassionate to others. ​  Self-compassion is not self-esteem there are key differences.  **Exercise 3** – Mediation/Mindfulness exercise – input on self-compassion  **Exercise 4** – Four areas of self-compassion | **Summarise and give brief examples of the 4 areas of self-compassion**   * 1. Attending to myself   2. Understanding the challenges I face   3. Caring for myself   4. Helping or supporting myself   *Refer to compassionate leadership pp208-209*  **Exercise 3** - as a learning group conduct a mediation/mindfulness exercise with the group.  Topic: Input on self-compassion  **Exercise 4** - Individual and pairs –   1. Work on extent to which participants are effective in each of the four areas of self-compassion. 2. What can they do to strengthen each area?   *Participants may refer to compassionate leadership pp210-211* | * Slide 7 * Exercise 3 * Exercise 4 |
|  | ​ Understanding of recovery, ways to wellbeing and the practice of RAIN | Activities that enable recovery and their importance.  **Exercise 5** – Enabling recovery and encouraging awareness | Emphasise the activities linked with recovery – expand.  **Exercise 5** – In pairs, work on how to better enable their recovery and encourage awareness of recovery in their teams.  Plenary discussion on findings. | * Slide 8 * Exercise 5 |
|  | Understanding of recovery, ways to wellbeing and the practice of RAIN | Six ways to well being – how these six steps contribute significantly to our well being – link back to recharging activities.  **Exercise 6** – Implementing the six ways to wellbeing | Emphasise the importance of the six ways to wellbeing and how these 6 steps are key to our own personal well-being, link back to self-compassion.  **Exercise 6** – in Pairs, work on the extent to which participants implement the six ways to well-being and how they can improve these and raise awareness in their teams | * Slide 9 * Exercise 6 |
|  | Understanding of recovery, ways to wellbeing and the practice of RAIN | Practice of RAIN – go over the acronym, it is a guide for practicing mindfulness and self-compassion in just four steps | Refer to RAIN in compassionate leadership pp212-213 *for wider explanation on the practice steps*​ – share wider context with group for reflection | * Slide 10 |
|  | Putting it into Practice | **Two** key elements of Self-Compassion:   1. Cultivating our ability to be present with the experiences of self as a leader in the moment. 2. Understanding the challenges we face as leaders we face as leaders, not only at work but in our lives generally.   Leadership self-compassion:   1. involves going against heroic leadership self-denial. 2. Thinking about intelligent or wise action – to be the best leaders possible.   Key difference between a growth mindset and a fixed mindset in developing compassion and self-compassion. | Emphasise the elements of self-compassion and take the group through what leadership self-compassion actually in in practice. *Refer to Compassionate leadership p.215.*  **Exercise 7:** In pairs complete self-compassion questionnaire - <https://self-compassion.org/self-compassion-test/>  Brief plenary discussion on results.  **Exercise 8**: Play the 5minute audio clip to the group from Kirstin Neff, discussion self-compassion *(Check audio is working first)*  **Exercise 9**: Individual work, pose the question ‘How to apply self-compassion in my leadership’. Participants needs to reflect and set themselves 4 or 5 goals.  *Further case examples available in Compassionate Leadership p209 and p217 and pp223-224.* | * Slide 11 * Exercise 7 * Exercise 8 * Exercises 9 |
|  | To develop action plans and brief for self-directed learning | Action plans must be translated into key goals and sustained behaviours for the future.  There is value in embedding via self-directed learning programme.  There is accreditation and learning credits via Lancaster University. | **Exercise 10**: Action planning by individuals  Q&A with the group around self-directed learning programme. | * Slide 12 * Exercise 10 |
|  | Close |  | Close module.  Summarise the programme as a whole, all 4 modules. | * Slide 13 |