



THE COMPASSIONATE MANAGER

Overview

Duration: 7 months

Is this for you? This programme is for those at Leadership Level 2 and above- anyone with people management/clinical leadership responsibility.

Entry requirements: To have completed the Practical Manager programme or demonstrable experience in management or leadership.

Delivery model: A blend of self-directed learning and virtual classrooms

Structure

The programme will consist of 7 core modules along with access to coaching, mentoring, action learning sets, peer support and 1:1 support from an OD Practitioner. Any self-directed learning/additional development should take no longer than 2 hours per week.

The core modules will fall on the following days:

| Module | Date |
|---|---------------------------|
| Programme Launch - about the programme & about me | 22/11/2023 and 04/01/2024 |
| The adaptable manager | 01/02/2024 |
| The improvement manager | 06/03/2024 |
| The effective manager | 10/04/2024 |
| The healthy manager | 08/05/2024 |
| The influential manager | 06/06/2024 |





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Synopsis

This blended learning programme has been developed for all staff with people management or clinical leadership responsibility. It's about helping us be better leaders, ensuring we have the skills, knowledge and tools to support our teams to thrive. The programme, which runs over 7 months includes 7 dedicated experiential workshops, supported by self-directed learning, action learning sets and coaching to support the development of compassionate, restorative and inclusive leadership skills, balancing concern for our workforce with the need to move the Organisation forward. Learning to influence beyond their authority and control and finding out more about ourselves and the impact we have on those around us.







Self directed learning will include: recommended reading, service improvement project, case studies and reading around the taught programme. Alongside coaching and mentoring and other opportunities to network and learn with peer groups.

Learning Outcomes

1. To increase confidence and capability in managing individuals and teams effectively
2. To understand self, personal resilience, and their impact and influence on others
3. To develop compassionate, restorative and inclusive leadership skills
4. To gain skills in delivering and influencing change, including working beyond boundaries
5. To build a plan around personal development beyond the programme



WORKSHOPS AT A GLANCE

|  Programme Launch (About the programme and about me) |  The Adaptable Manager |  The Improvement Manager |  The Effective Manager |  The Healthy Manager |  The Influential Manager |
|--|--|--|---|---|--|
| <ul style="list-style-type: none"> • Programme overview • Meet the cohort • Introduction to compassionate leadership • Start where you are – circles of control • MBTI • Emotional Intelligence • Self-compassion | <ul style="list-style-type: none"> • Personal leadership styles • Leader as coach • Managing through change • Appreciative inquiry | <ul style="list-style-type: none"> • Developing a Quality Improvement Project • Resistance to change • Psychological safety • Trust • Action learning set | <ul style="list-style-type: none"> • Team and group dynamics • Equality, diversity and inclusion • Managing conflict • Living the values • Successful feedback | <ul style="list-style-type: none"> • The four pillars of wellbeing • Recovery matrix • Avoiding burnout • Self-compassion • Staying well at work • Civility and respect | <ul style="list-style-type: none"> • Collective leadership • Power • Emotional contagion • Influencing • Developing your action plan for the future • Legacy |



THE LEADERSHIP LEVELS

