



# THE COMPASSIONATE LEADER

## Overview

*Duration:* 7 months

*Is this for you?* This programme is for those at Leadership Level 4 and above - anyone with service management/clinical leadership responsibility or aspiring to.

*Entry requirements:* To have completed the Compassionate Manager programme or have demonstrable management and leadership experience.

*Delivery model:* Face to face and online, with a blend of self-directed learning with action learning sets, coaching and mentoring.

## Structure

The workshops will be based around Professor Michael West's four pillars of compassionate leadership and the QSIR Virtual Programme. The dates for the 7 core workshops are below. In addition there will be QSIR cafes and coaching and mentoring will be available throughout the programme. Any self-directed learning/additional development should take no longer than 2-4 hours per week.

Workshop	Date
Launch	23/11/2023
Self as a Leader	17/01/2024
Leading compassionate teams	14/02/2024
Effective Leadership - impact and influence	21/03/2024
Creating a compassionate culture	18/04/2024
Being an organisational leader in a complex structure	09/05/2024
Leading into the future	05/06/2024





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## **Synopsis**

This programme supports the development of strategic leadership, with a compassionate leadership approach. Supporting those with leadership experience in developing the skills, confidence and tools to lead in complex environments, often across boundaries.


A blended approach, this will include self-directed learning, reflection tasks, coaching and mentoring. As well as interactive workshops engaging the group in itself becoming a learning culture – exploring personal approaches to leadership, mindsets and service improvement. An opportunity to reflect on your own biases and blind spots, as well as the impact you have on culture and in driving forward improvement in performance, culture and innovation within the organisation and our health and social care system. This programme will help enrich your understanding of your personal development needs, with plans to support your development both on the programme and beyond.

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

## **Learning Outcomes**

1. To improve their personal impact, embedding and driving forward a compassionate, innovative and learning culture
2. To increase knowledge and capability around leadership strategies, driving improvement and maximizing team and service performance
3. To increase skills and confidence leading in a complex environment, building political astuteness, working across boundaries, and leading into the future in a compassionate and inclusive way
4. To challenge own leadership approach and build a plan around personal development beyond the programme

# PROGRAMME AT A GLANCE

						
<b>Programme launch</b>	<b>Self as leader</b>	<b>Leading compassionate teams</b>	<b>Effective leadership: impact and influence</b>	<b>Creating a compassionate culture</b>	<b>Being an organisational leader in a complex system</b>	<b>Leading into the future</b>
<ul style="list-style-type: none"> <li>• Programme overview</li> <li>• Meet the cohort</li> <li>• Introduction to compassionate leadership</li> <li>• Introduction to QSIR</li> <li>• Your 360 leadership profile</li> </ul>	<ul style="list-style-type: none"> <li>• Signature presence</li> <li>• Your EQ and leadership styles</li> <li>• Personal strengths and resilience</li> <li>• Personal values</li> <li>• Self compassion</li> </ul>	<ul style="list-style-type: none"> <li>• High performing teams</li> <li>• Psychological safety</li> <li>• Working with differences</li> <li>• Taking a coaching approach</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting people's core needs at work</li> <li>• Motivating self and others</li> <li>• Sources of personal influence</li> <li>• Stress and resilience</li> <li>• Leading change</li> </ul>	<ul style="list-style-type: none"> <li>• Culture web</li> <li>• The power of the collective</li> <li>• Inclusive leadership</li> <li>• How to deal with wicked problems</li> <li>• Scaling</li> </ul>	<ul style="list-style-type: none"> <li>• Managing complex systems</li> <li>• Power Stakeholders and working across boundaries</li> </ul>	<ul style="list-style-type: none"> <li>• Your leadership self</li> <li>• Aligning work plans with operational plans</li> <li>• Next steps for development</li> </ul>

During this time you will also self enrol onto the QSIR Virtual programme



## THE LEADERSHIP LEVELS

