Barriers to Compassionate Leadership

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November 2021
Impact of the Pandemic on Leadership Approaches

• Decreased Work, Fear and Anxiety
• Increased Use of Virtual World

But

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

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

• Only 23% successful. (Aronowitz DeSmet & McGinty 2015, McKinsey 2017)
Has the Pandemic changed workplace expectations?.... Yes

- 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)