

Barriers to Compassionate Leadership

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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

- S& P 500 – Only 10% of those in top 500 in 1983 there in 2013. *(McKinsey 2017)*
- 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



- Be Consistent (Authentic, Fair, Genuine)
- Presence



Just and Fair

- Difficult Conversations
- Policies and Procedures
- Remuneration 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)

