

Leading with Courage and Compassion: Developing Resilient and Effective Leaders

Creating
Compassion

Equipping leaders with the confidence, resilience, and skills to navigate uncertainty and drive engagement.


Why this matters

Organisations today face **unprecedented leadership challenges** that impact performance, retention, and culture. Key issues include:

1 Leadership development is a priority – but gaps remain 


Leadership remains a **top priority** for organisations, yet only **36% believe their leadership development programmes** effectively prepare leaders for the future¹.

Many current programmes focus on technical skills but **fail to develop the emotional intelligence and resilience needed to lead through uncertainty**.

2 Poor leadership is undermining well-being and performance 


The **top drivers of poor workplace well-being** include **excessive workload, lack of autonomy, and ineffective leadership**².

Poor leadership leads to **increased stress, disengagement, and high turnover**, with **50% of employees with poorly rated managers** saying work negatively affects their mental health³.

3 Psychological safety and compassion are key to engagement 

Leaders who cultivate **psychological safety and compassion** foster **greater collaboration, lower staff turnover, and stronger innovation**, benefiting both individuals and organisations⁴.

Compassionate leaders create **inclusive workplaces** where people feel **valued, connected, and motivated to perform at their best**⁵.

4 The leadership skills gap is holding organisations back 

Many organisations struggle to equip leaders with the **human-centred skills needed to build trust, navigate complexity, and make ethical decisions under pressure**.

Leadership training that **fails to address self-awareness, emotional intelligence, and resilience** leads to **stress, burnout, and disengagement**^{2,4}.



Building leadership for a changing workplace

Effective leadership requires **courage and compassion** to navigate complexity, engage teams, and drive sustainable success.

Our **Leading with Courage and Compassion Workshops** equip leaders with the strategies and tools needed to meet these demands.

Leading with Courage and Compassion Workshops

These interactive, high-impact workshops provide leaders with the **skills, confidence, and practical strategies** to:



- ✓ **Make courageous and compassionate decisions**
 - Handling leadership challenges with integrity while considering the human impact.
- ✓ **Create a psychologically safe and inclusive workplace**
 - Fostering trust, accountability, and open communication.
- ✓ **Build resilience and emotional intelligence**
 - Managing stress, sustaining performance, and leading with empathy.
- ✓ **Enhance leadership impact**
 - Strengthening their ability to inspire, engage, and role model compassionate leadership.



Half-day online workshop



Up to 12 participants



Facilitated by experienced leadership specialists

“ A valuable opportunity to reflect on how I lead and how I can embed more courage and compassion in my approach. ”



What will participants gain?

- ✓ **Practical leadership insights**
 - Develop the mindset to lead with courage, compassion, and resilience.
- ✓ **Real-world application**
 - Learn strategies to handle tough conversations, decision-making, and team challenges.
- ✓ **Interactive and reflective learning**
 - Engage in exercises that strengthen self-awareness and leadership effectiveness.
- ✓ **Actionable outcomes**
 - Leave with a clear plan for applying compassionate leadership in your organisation.

“ I now have practical tools I can use immediately to create a more engaged and resilient team. ”

Who should attend?

Designed for **senior leaders, managers,** and **decision-makers** looking to develop the confidence and skills to lead effectively in **fast-changing, high-pressure environments.**

“ The workshop highlighted how psychological safety starts with leadership – this has given me a new perspective on my role. ”

1. Chartered Institute of Personnel and Development (2024) – *Leadership Development Remains a Top Priority for HR Leaders.*
2. Chartered Institute of Personnel and Development (2023) – *Health and Wellbeing at Work Report.*
3. People Management (2023) – *Half of Employees with Poor Managers Say Work Negatively Impacts Their Mental Health.*
4. Harvard Business Review (2023) – *The Role of Leadership in Psychological Safety.*
5. Ramachandran, S., Balasubramanian, S., James, W.F. and Al Masaeid, T. (2023) – *Whither Compassionate Leadership? A Systematic Review. Management Review Quarterly, pp.1-85.*

Find out more

For more details or to explore how this workshop could benefit your organisation, please get in touch.

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