

# Improving Leadership Skills and Health and Wellbeing with Compassion

Creating  
Compassion

## Leadership skill, stress and burnout concerns

Leaders and Managers are experiencing pressures and stress like never before. Levels of burnout are at their highest on record with Human Resource professionals extremely concerned for their leader's mental health and the subsequent impact on their skillset to support their people.



**86% of Senior Leaders and Directors** report experiencing **work-related stress** and are the most likely group to experience this.<sup>1</sup>

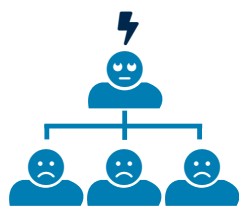


More than **50% of women in leadership** roles feel consistently **burned out**.<sup>2</sup>



**75% of Senior Leaders** and **64% of Managers** are seriously considering **quitting** for a job that would better support their wellbeing.<sup>3</sup>

The **stress** felt by managers **cascades to employees**



impacting on wellbeing, retention and work performance.<sup>4</sup>

A lack of line management skill and confidence



to support employee wellbeing is the **top challenge in 2024**.<sup>5</sup>



# Positive impact of Compassionate Leadership

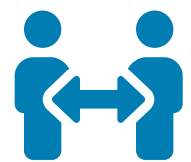
Our evaluation study shows supporting leaders and managers with the understanding and tools to improve their **self-compassion** contributes to managing their own **psychological wellbeing**, **reducing personal stress** and **improving their resilience** to deal with their challenges.



**Valid psychometric measures** of self-compassion show the **benefits as a protective factor for a range of well-being indicators** including mental health, stress, emotional exhaustion and burnout.<sup>6</sup>



A wide range of **academic research** shows that developing the practice of self-compassion is critical to how **leaders support themselves** and the **compassion they give to others** in work.



**Leadership** is recognised as an **important influence on organisational culture**<sup>7</sup> and creating a **compassionate culture at work** is linked with **lower levels of absenteeism and improved job satisfaction, retention** and both **individual and team performance**.<sup>8</sup>



**Leaders** who practice compassion create **supportive, collaborative and inclusive** workplaces where people feel **valued, connected and engaged**.<sup>9</sup>



# Assessing the effectiveness of the Compassionate Leadership Coaching Programme

A process evaluation was conducted to assess the effectiveness of the **Compassionate Leadership Coaching Programme**.



## This Programme consists of:



Six small group live online **coaching sessions** over a six month period with an expert in the field of **occupational psychology, self-compassion and compassionate leadership** development.



Five online training **webinars** providing a full grounding in the theory and practice of self-compassion and compassionate leadership including **tasks, reflection exercises and podcasts** to embed knowledge.



Action **planning** and a focus on bringing self-compassion and compassionate leadership to **work, team and organisation**.

**173** senior leaders from a range of UK based organisations took part in the evaluation study between 2020 and 2023.



Using **valid and reliable psychometric measures**, each individual was assessed on:



**Self-Compassion**



**Mental Wellbeing**

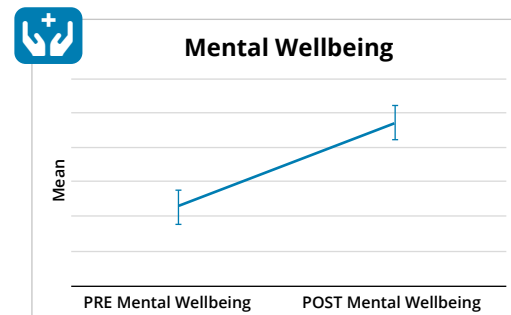
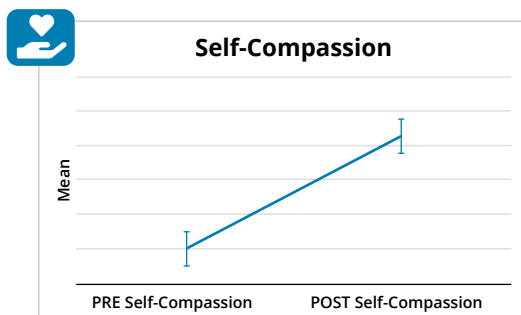
prior to the start of the Programme and after the fourth coaching session. All individuals also completed a quantitative and qualitative evaluation questionnaire.



# The Power of the Programme

## Results showed:

- The programme significantly increased participants' scores on all the sub-scales as well as the overall scores on the **Self-Compassion Scale** ( $p < 0.001$ ) and the **Mental Wellbeing Scale** ( $p < 0.001$ ).
- The **Compassionate Leadership Coaching Programme** displayed an overall **large effect size** ( $d = 0.98$ ) on self-compassion and mental wellbeing.



- The **Evaluation Questionnaire** showed participants reported the **highest satisfaction ratings** for group coaching sessions (95%), webinar content (89%), programme materials (79%), programme process (94%) and application to their role and workplace (80%).
- **98% of participants** would **recommend the Compassionate Leadership Coaching Programme** to colleagues and other leaders and managers.

“ I cannot express how much this programme has impacted on me both personally and professionally. It has truly been life-changing. ”

“ This programme has enabled me to support my team's wellbeing, tackle conflict more easily and improve our overall performance. ”

1. Mind (2022) Workplace Wellbeing Index 2021-2022
2. McKinsey & Co (2021) Women in the Workplace Study
3. Deloitte (2023) Wellbeing at Work Survey
4. Forbes (2023) Stress Management for Leaders: Improved Mental Health for the Workplace
5. Chartered Institute of Personnel and Development (2023) Health and Wellbeing at Work Survey
6. Zessin, U., Dickhauser, O., and Garbades, S. (2015) The Relationship Between Self-Compassion and Well-Being: A Meta Analysis. *Applied Psychology: Health and Well-Being*, 7 (3), pp. 340-364
7. Schein, E. (2010) *Organizational Culture and Leadership (Vol 2)*. John Wiley & Sons.
8. Harvard Business Review (2023) Leading with Compassion has Research-Backed Benefits
9. Ramachandran, S., Balasubramanian, S., James, W.F. and Al Masaeid, T. (2023) Whither compassionate leadership? A systematic review. *Management Review Quarterly*, pp.1-85.