

NHS Case Study: **Developing Compassionate Leaders through Group Coaching**



Greater Manchester Mental Health NHS Foundation Trust



Organisation:
Greater Manchester Mental Health NHS Foundation Trust



Participants:
Senior leaders from across the Trust



Commission:
12 cohorts of the Compassionate Leadership Coaching Programme

Greater Manchester Mental Health NHS Foundation Trust (GMMH) is one of the largest specialist mental health providers in the country. The Trust provides inpatient and community-based mental health care across Greater Manchester, alongside a wide range of specialist mental health, addiction and Health and Justice services. It employs over 7,000 staff and delivers services from more than 100 locations.

GMMH commissioned **12 cohorts of the Compassionate Leadership Coaching Programme** for senior leaders from across the Trust. Through a combination of evidence-based learning, reflection and small-group coaching, the Programme supported leaders to develop greater self-compassion and strengthen compassionate leadership in their everyday practice.

Ruth Barker, who was Head of HR at the Trust at the time, said:

“ In terms of the Compassionate Leadership Coaching Programme, the feedback has been so positive. Not only the evidenced increase in the participants’ Self-Compassion and Mental Wellbeing, but their personal feedback relating to the difference it has made for them is inspiring. ”

The Approach

The Compassionate Leadership Coaching Programme was developed to support leaders working in complex and demanding organisational environments. It brings together the theory and practice of self-compassion and compassionate leadership with small-group coaching, reflection and practical application.

The Programme provides a confidential and reflective space in which senior leaders can explore their own leadership practice, consider the challenges they face in leading themselves and others, and translate learning into their everyday working lives.

Wider Programme Evidence and Impact

GMMH was one of eight NHS organisations whose senior leaders contributed to a wider process evaluation of the Compassionate Leadership Coaching Programme.

The evaluation included **173 senior leaders** working across acute, community, mental health and primary care NHS organisations.

Across the **full evaluation sample**, participants demonstrated significant increases in self-compassion ($d = 1.18$) and mental wellbeing ($d = 0.79$).

The Programme produced an overall large effect size ($d = 0.98$).

Participant satisfaction across the wider evaluation was also high. **95%** gave the group coaching sessions the highest satisfaction ratings, **94%** gave the programme process the highest ratings, and **98%** said they would recommend the Programme to colleagues within their own or other organisations.

The qualitative findings indicated that participants' experiences reflected key dimensions of compassionate leadership, and the evaluation concluded that participation in the Programme may enable leaders to improve their self-compassion, mental wellbeing and compassionate leadership behaviours in the workplace.

More information

For further information about the Compassionate Leadership Coaching Programme please visit:

[Compassionate Leadership](#)