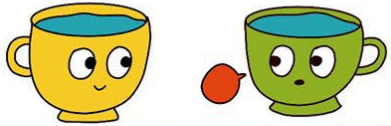


How to become A compassionate leader



Focus on relationships: Set regular 1-1s or talk sessions & apply empathic listening



Make others feel valued and cared for: Thank people everyday for what they do



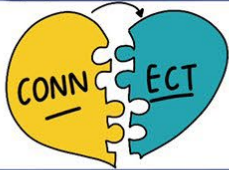
Enable team to be at their best: Understand people's strengths and amplify them



Help others and respond positively to work challenges: Start with "Can I help?"



Find shared solutions to problems: Ask team for ideas, let them be open, don't judge



Engage with people: Spend time everyday casually dropping in on people to talk



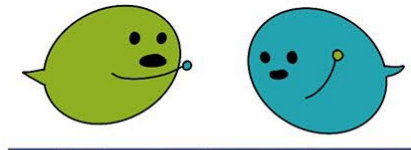
Be inclusive: Actively offer coaching/mentoring to disadvantaged groups



Tackle inequalities: Equalise access to opportunities, benefits and rewards



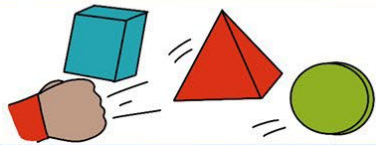
Attending- Listen with fascination: Practice your active listening. Talk less



Understanding -explore conflicting perspectives: Set ground rules & lead by example



Empathising -mirror & feel emotions: Be present; focus on who is in front of you



Helping - remove obstacles & give resources: "How can I help? & what do you need?"



Strive to understand & meet core needs of people: Create a shared vision of needs



Promote autonomy & empowerment: Ask what do they want to do & encourage



Create a sense of belonging: Understand individual people's identity, culture & life



Promote a culture of learning: Encourage testing ideas ask "what do you think?"



Reflect deeply: Use Gibbs reflective cycle to learn from situations



Encourage positive risk taking: Inspire people to try different ways of working



Be observant: Step out and really notice your surroundings & behaviours



Be curious: Explore how people work and interact. What makes them smile?