

Embedding Compassion, Self-Compassion and Inclusive Leadership within Frimley Leadership Programmes

INTRODUCTION

If we want patients to experience compassion and care in their treatment plan, it is important that staff at the NHS and those who deliver this care experience the same compassion. Everyone should be able to experience self compassion in the way they are managed and led.

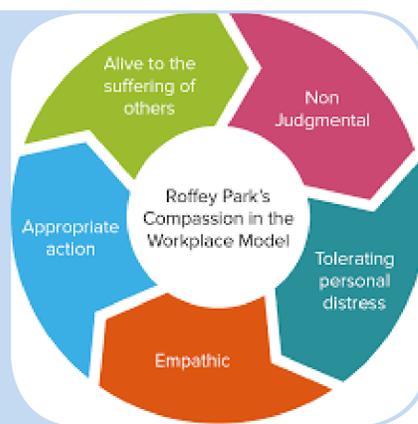
I worked with the 20/20 Leadership Programme participants who are professionals, and in this context these people being patients and members of the public.

WHAT?

The Empowering Engagement Programme has given me the opportunity to explore the idea to be able to embed compassion, inclusive leadership and self-compassion within the Frimley Leadership & Improvement Academy.

I used the Wessex Voices' Starter Guide to plan how I would involve people and develop personal styles of leadership.

GOAL - Everyone recognises they have the ability to be a compassionate leader and lead with self-compassion, no matter what their role or band in the organisation.



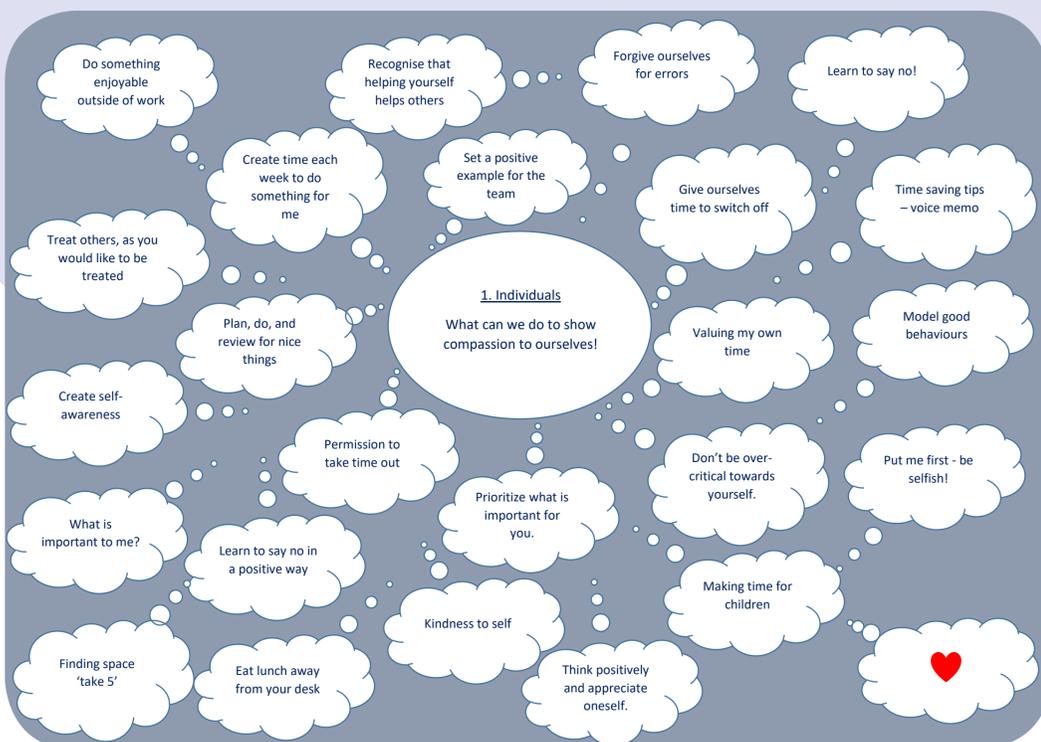
EVALUATION STRATEGY

The first session explored Compassionate & Inclusive Leadership and was well received by Dr Nikki Kanani, Medical Director of Primary Care for NHS England and NHS Improvement'.

I intend the evaluation to achieve improved Compassionate Leadership. The 20/20 Cohort 3 who took part have been enthusiastic about the compassionate elements. Feedback from surveys will be concluded after each event.

KEY FINDINGS

How do we show compassion to ourselves



CREDITS

My Programme Facilitators and peers on this programme.
Maggie Woods – Deputy Director Leadership & OD – Thames Valley and Wessex Leadership Academy for inspiration
Tom James & Sara Richardson at CoCreate – who inspired and pushed me to believe this can be delivered
Kavitha Anand - who was inspirational with delivering the first session
Viki Wadd, Tracy London for support and 20/20 Cohort 3 for taking part
AND – NEH&F CCG for investing in this programme

CONCLUSIONS

“We have learned valuable lessons – what leaders model, is a reflection of the organization Leadership in Service = Compassionate Leadership”
Sam Allen – Chief Executive Sussex Partnership NHS Foundation Trust

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REFERENCES

Kings Fund: Compassionate and inclusive leadership: creating supportive leadership cultures to deliver on the NHS long-term plan
<https://www.kingsfund.org.uk/events/compassionate-and-inclusive-leadership>