



How to Lead with Compassion AND Get Things Done

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Adapted from:

HBR Webinar: Compassionate Leadership: How to Do Hard Things in a Human Way 1.31.2022
Compassionate Leadership: How to Do Hard Things in Human Ways, Potential Project (HBR Press)

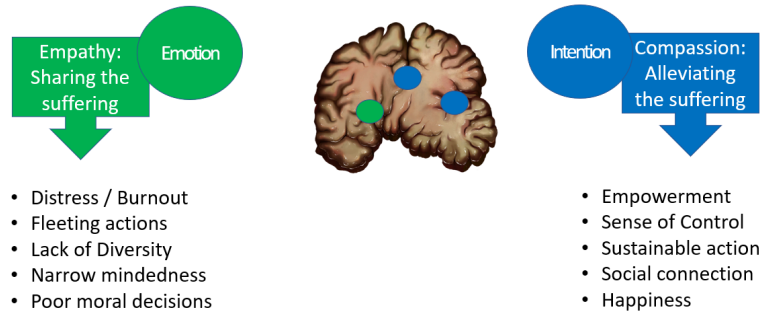
Landscape of Compassion



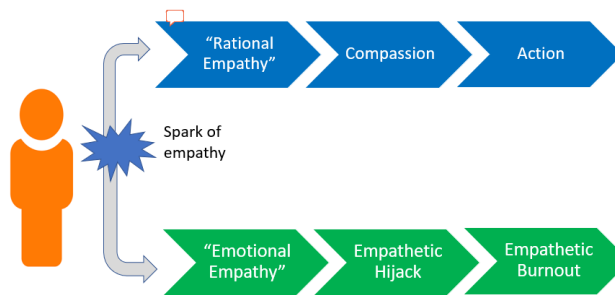
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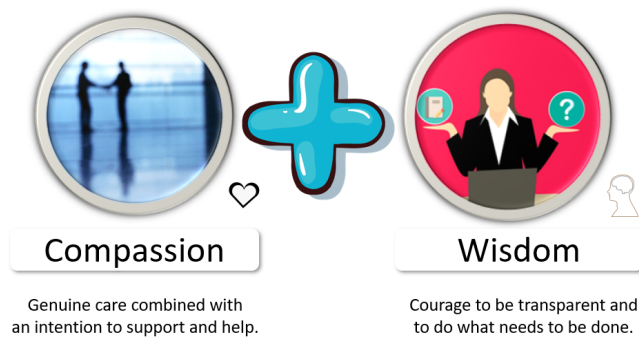
From the Research: Empathy vs Compassion

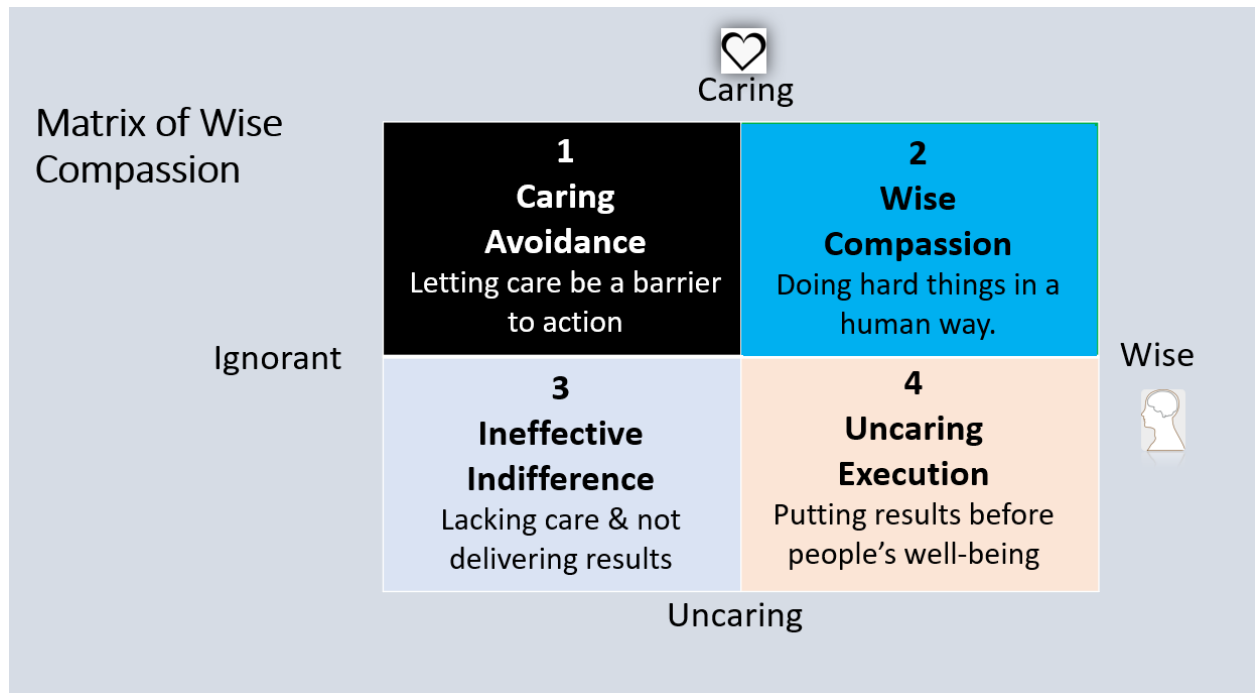


Connect with Empathy, Lead with Compassion



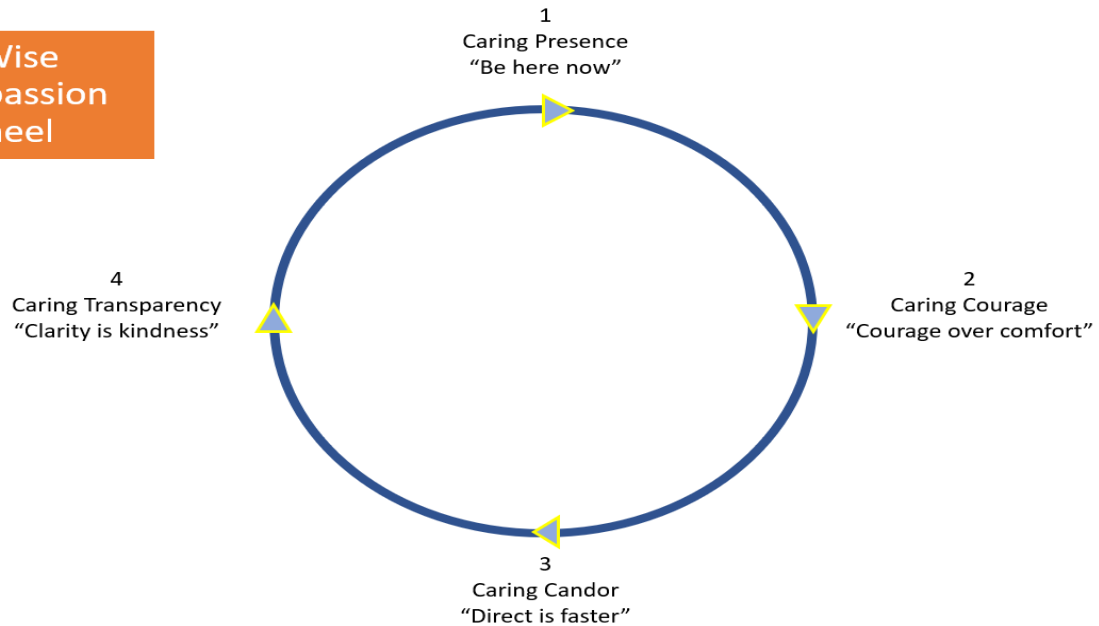
Modern Leadership requires Compassion + Wisdom





NOTES:

The Wise Compassion Flywheel



1. Caring Presence: "Be here now"

- Use the power of "pause"
- Have intention to be of benefit
- Be curious
- Suspend assumptions

2. Caring Courage: "Courage over comfort"

- Comfort & growth cannot co-exist
- Avoid empathy trap
- Get peer support

4 Caring Transparency: "Clarity is kindness"

- Strive for clarity as a state of mind
- Treat people as adults
- Seek clarity to enhance clarity
- Make time for connection
- Encourage dissent
- Demonstrate humility
- Show your true self

3. Caring Candor: "Direct is faster"

- Be mindful of setting & context
- Say it now, do it quickly
- Bottom line it first
- Be firm & decisive
- Avoid popularity game
- Have zero tolerance for value breakers

NOTES: