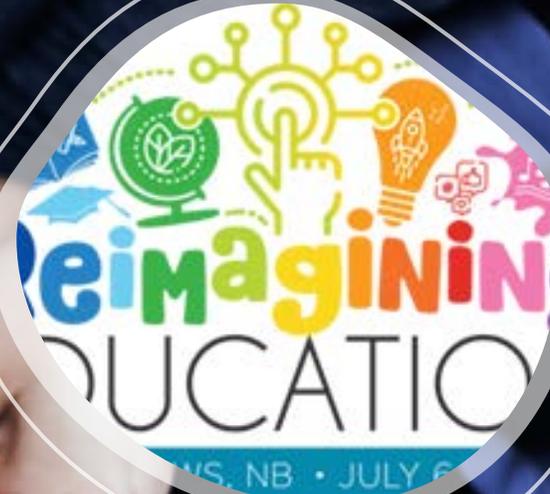




# Compassionate Leadership

A focus on relationships



CASSA 2022

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# Territorial Acknowledgement

We wish to acknowledge the traditional unceded territory of the Wolastoqiyik, Mi'kmaq and Peskotomuhkati peoples. This territory is covered by the "Treaties of Peace and Friendship" which these nations first signed with the British Crown in 1726.

The treaties did not deal with the surrender of lands and resources, but in fact recognized Mi'kmaq, Peskotomuhkati and Wolastoqiyik title and established the rules for what was to be an ongoing relationship between nations.

We pay respect to the elders, past and present, and descendants of this land. We honour the knowledge keepers and seek their guidance as we strive to develop closer relationships with the Indigenous people and the land in New Brunswick.

# The facilitated sessions

- Supported by the CASSA Conversation Starters – you have access
- Guiding questions for table conversations
- This is our primary vehicle for engagement and sharing
- A reminder about the resources



Yesterday, skills, today, qualities



# Compassion vs Empathy



# Compassion is essential – but insufficient

- You find ways to broach the difficult conversations
- You “care enough to confront”
- Compassion is care and empathy for the common good
- Compassion builds connections, improves collaboration and raises trust
- Compassionate leaders are seen as more competent

A person is shown in a meditative lotus position, wearing a white tank top and light-colored pants. Their hands are held in a mudra, with fingers interlaced. The background is softly blurred, showing another person in a similar pose and some warm, bokeh lights. The overall atmosphere is calm and serene.

Compassion in Balance



Compassion

Ignorance

Wisdom

Indifference

# Compassion

The cost of harming a relationship is more important than dealing with difficult issues. Empathy is a barrier to action.

Action centred on the best for all, but with trust, effective communications and care at the heart. Difficult decisions are made, but rationales and processes are understood and respected.

# Ignorance

Leaders who are disconnected from the work and from others. Perhaps cynical and/or exhausted.

# Wisdom

Power and status are a main tool. Unaware of the collateral damage on culture of an organization. Actions have deep impact on morale and relationships of trust.

# Indifference





Rebuilding relationships of trust

# The task...

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- On the CASSA 2022 Website, you will find the papers that were circulated
- The questions for your table will remain on the screen
- In the time ahead, use the questions to facilitate your conversation
- Tips:
  - Introduce yourselves
  - Stay on topic
  - Create space for everyone to be heard



# Table Questions

1. How does the description above resonate with your concepts of compassion and leadership?
2. The Wise Compassion Leadership Matrix – how have you experienced leadership in any of these domains? What was the impact on you and the organization?
3. What specific steps or strategies have you taken, or might you take, to embed compassion into your own practice and in the culture of your organization?

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