



**SEY2KT LEARNING COMMUNITY  
COMPASSIONATE SYSTEMS LEADERSHIP**

**FEBRUARY 15, 2024**



My dream is that in the future we won't use words like over-represented, at-risk and vulnerable to describe First Nations, Inuit and Metis children, but words like healthy, strong, proud, and having their rights respected.

*Cindy Blackstock*



# GROUNDING AND CHECK IN – WHY IS IT IMPORTANT?

Moments of self-reflection are essential

Facilitates emotional settling for everyone

Is a foundation for generative and  
compassionate social fields

Increases readiness to be together and can  
build community

# Mental Models



# Shifting Mental Models

*(Elena Aguilar)*

Greet the mental model with curiosity.

Where might this mental model have come from? What might be all the elements that contributed to its creation?

**What's the impact of holding this mental model? What can and can't I do if I hold it? How has it served me to hold it, and what might be possible if it shifted?**

Look for any-and-all evidence that the model might not be "true."

Commit to trying something new to test the mental model.

# What is Leadership?

The collective capacity of a human community to shape its future

Grounded in creativity and courage

Builds from the personal mastery and personal growth

The ability to motivate others and nurture generative work

Contrasted with hierarchical positions of authority



# LEADERSHIP





How did it go?



# AGENDA



What is Compassion?

How can we cultivate compassion?

The components of compassion

Leading with Compassion

Discussion groups and breakouts



# Leading with Compassion

# Compassion is a way of being....a mindset

Our human compassion binds us the one to the other - not in pity or patronizingly, but as human beings who have learned how to turn our common suffering into hope for the future."

Nelson Mandela

I believe that at every level of society - familial, tribal, national and international - the key to a happier and more successful world is the growth of compassion

His Holiness the Dalai Lama





# Compassion is.....

.....the “feeling that arises when you are confronted with suffering and feel motivated to relieve that suffering.”

# Compassion unfolds when.....

an **AWARENESS** of suffering in others (cognitive - perspective taking)

a **FEELING** of being emotionally moved by suffering - empathy (affective)

a **DESIRE** to see the relief of that suffering (intention)

an **ACTION** to alleviate the suffering (action)

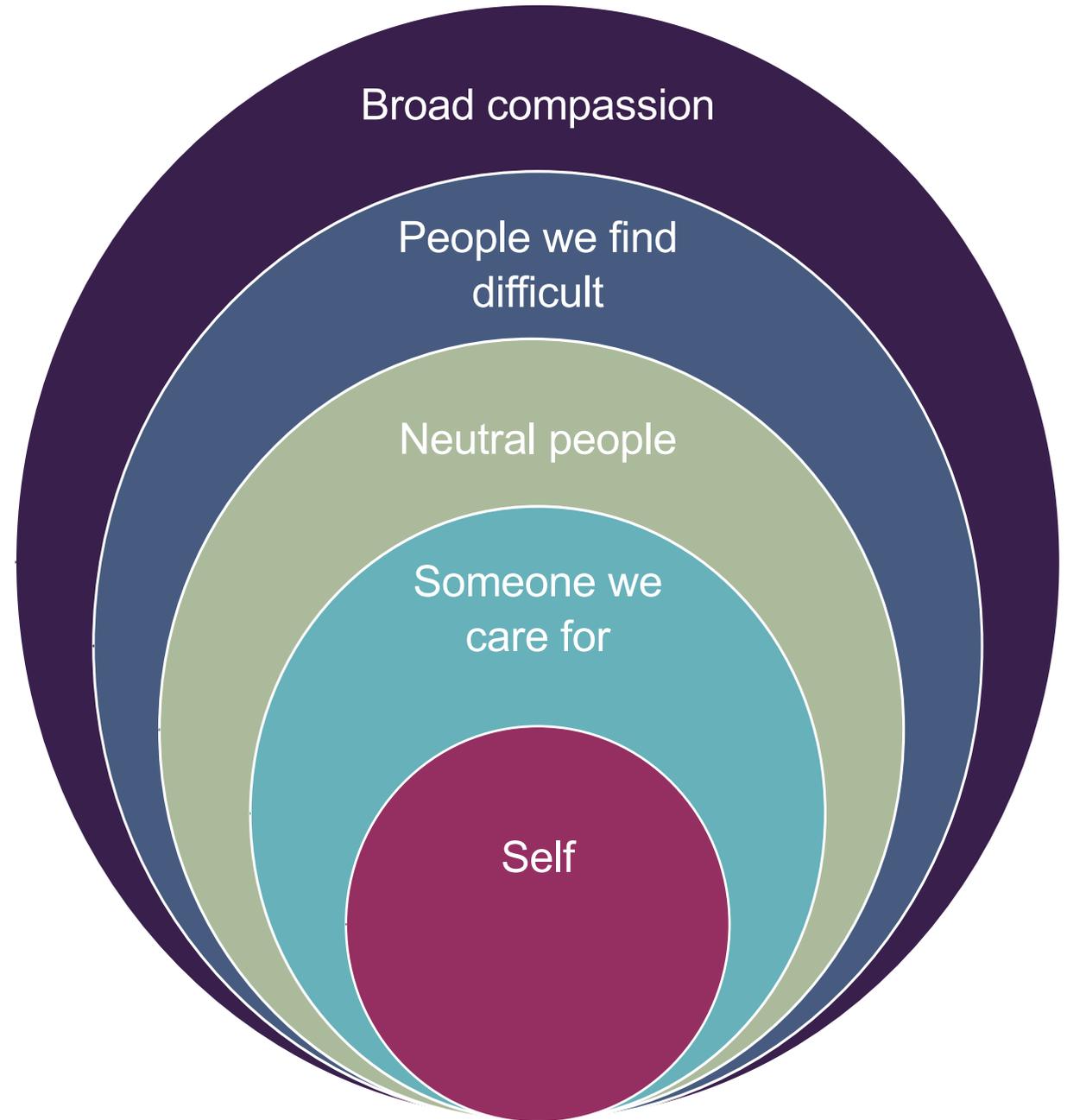
a **WARM GLOW** (“intrinsic reward”)



# Compassion v. Empathy

Empathy + Action = Compassion

# Individual & Broad Compassion –





# Self-Compassion

A foundation for sustainable  
compassionate leadership



Having compassion for  
yourself means that  
you honor and accept  
your humanness

*Kristin Neff*



Compassion  
fade and  
fear.....why?

# Cultivating Compassion

Compassion can  
and must be  
cultivated.....like a  
muscle!



# Compassion has Three Components

## **Mindfulness**

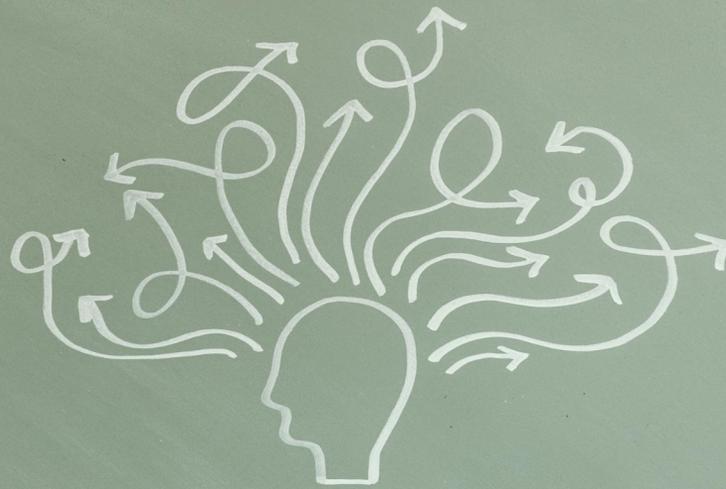
Recognizing when when we or others are stressed or struggling ..... without being judgmental or over-reacting

## **Kindness**

Being supportive and understanding towards ourselves and others when we're having a hard time, rather than leaping to negative narrative and judgement.

## **Common Humanity**

Remembering that everyone makes mistakes and experiences difficulties at times. We all experience suffering.....it is what connects us as humans



Present Awareness  
is the foundation

Tender  
compassion...



Fierce  
compassion...

Tender compassion involves “**being with**” our own and others suffering: **comforting, reassuring and tending**.

Fierce compassion involves “**acting in the world**” to alleviate suffering. It tends to involve protecting, providing for, and motivating ourselves and others. Sometimes we need to **stand tall and say no, draw boundaries, or fight injustice**.

COMMON  
HUMANITY

Just Like Me  
Practice



A sunset over a body of water with a reflection. The sky is filled with vibrant orange, red, and blue clouds, which are mirrored in the calm water below. The overall mood is serene and contemplative.

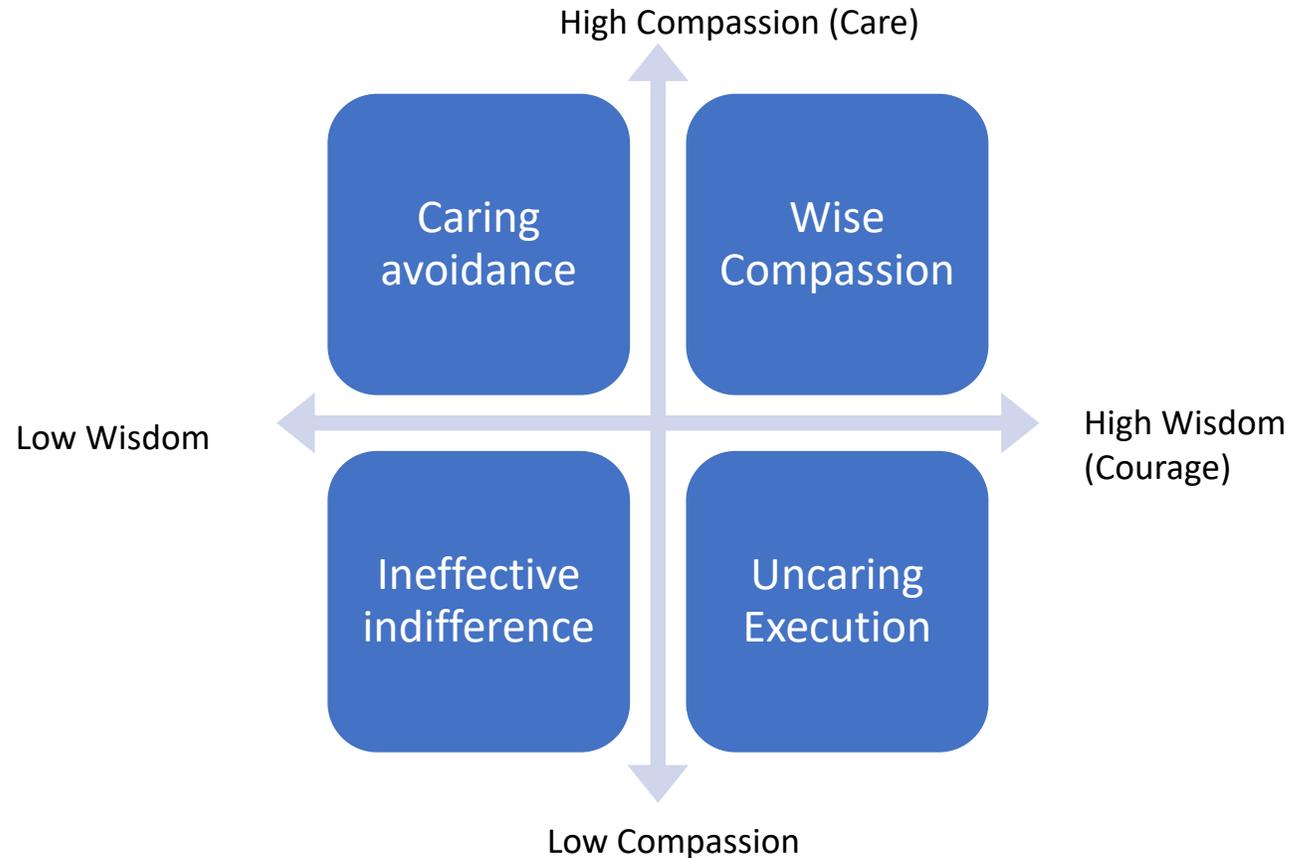
# Site Groups Discussion

How have you understood compassion in your life and work?

What comes up for you when listen to this exploration of compassion?

# Leading with Compassion

## The wise compassion matrix



# What does it mean in practice?





- Modelling and personal mastery
- Building structures and processes
- The only way is through

# Modelling And Personal Mastery



A close-up photograph of several hands of different skin tones reaching towards the center, each holding a white puzzle piece. The puzzle pieces are arranged in a circular pattern, with some already interlocked. The background is dark and out of focus. The overall mood is collaborative and focused.

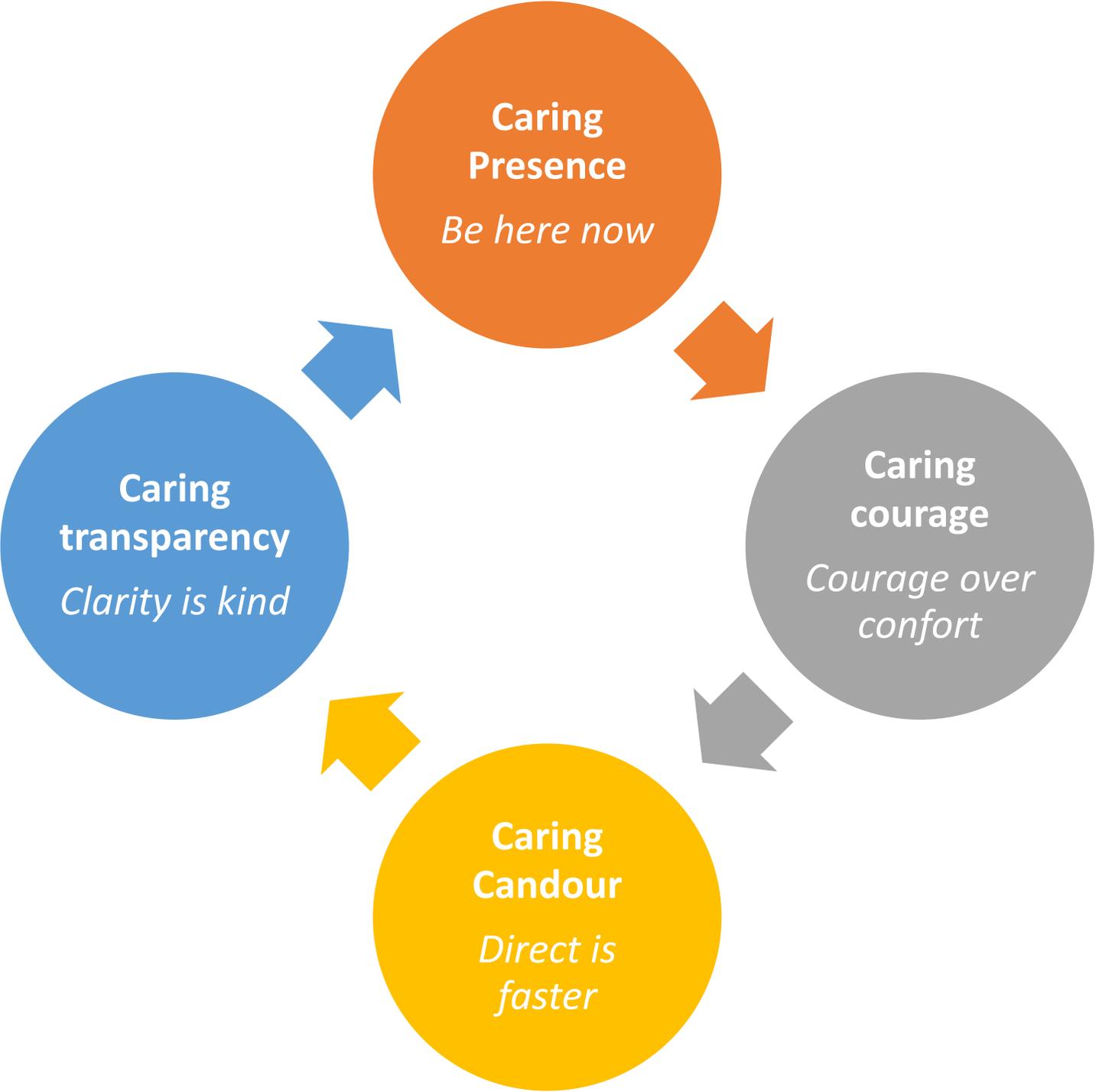
Build structures and processes  
that support leading with  
compassion

## Features of 'Real' High Performing Teams

<b>Dimension</b>	<b>Key questions</b>
<b>Clear team identity</b>	Is everyone clear about the inspiring purpose and about who are the members of the team?
<b>Clear, agreed team goals</b>	Has the team agreed specific, measurable, challenging goals (4 or 5 max) aligned to the purpose?
<b>Team member role clarity and supportive relationships</b>	Are all team members clear about their roles? Are all relationships compassionate and supportive? Absence of chronic conflict?
<b>Inclusion in decision making</b>	Are all team members involved in decisions which affect the team's work?
<b>Effective team communication and decision-making</b>	Are there regular, positive engaging team meetings? Is decision-making within and between teams regularly reviewed and improved?
<b>Constructive debate, valuing diversity and improvement</b>	Does the team review its effectiveness and have constructive, mutually respectful discussions to improve quality? Is diversity in all forms positively valued? Is the team innovating continually? Time and space for reflection?
<b>Effective inter-team working</b>	Are team members committed to improving working relationships with other teams and are these regularly reviewed and improved?



The only way  
is through!



A vibrant sunset scene with a sky transitioning from deep blue to bright orange and red. The colors are reflected in the calm water below, creating a symmetrical effect. The overall mood is peaceful and contemplative.

# Site Group Discussion

What comes up for you when you think of compassionate culture in your SEY2KT team and network?

What kinds of tools and practices have you used to create safety and creativity, and what could you still develop?

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April 25th  
from Noon to 1 pm

- A focus on....
  - Leading with Compassion





- Continue your conversations about how you lead with compassion
- Reflect on your own personal practice and development.
- Take the self compassion and fears of compassion questionnaires
- What structures and processes can you put in place to support?

**Celebration!!**

**May 16<sup>th</sup>, 2024**

**8:30 a.m. Pacific Time**



[Joanne.schroeder@ubc.ca](mailto:Joanne.schroeder@ubc.ca)

[phrowcliffe@gmail.com](mailto:phrowcliffe@gmail.com)

[tracylainesmyth@gmail.com](mailto:tracylainesmyth@gmail.com)

[Compassionatesystemsleadership.net](http://Compassionatesystemsleadership.net)