

A silhouette of a person in a military-style uniform saluting against a dramatic sunset sky. The sun is low on the horizon, creating a bright orange and yellow glow that transitions into a blue and purple sky with scattered clouds. The person is standing on a dark, silhouetted horizon line.

**DUTY TO CARE:
AN EXPLORATION OF
COMPASSIONATE LEADERSHIP**

DEANNA WILSON



WHAT IS COMPASSION?



ROOT OF THE PROBLEM



LEADING THE PATH

LEADERS EMPOWERING HEALING

(Michigan, 2021)

Compassionate Leadership

Listen to survivor

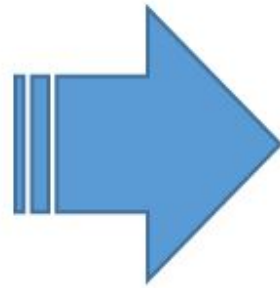
Believe their story

Reinforce sexual
misconduct is not their fault

Support their decision making
& provide helpful resources

Respect their privacy

Exercise self-awareness &
know limits as a helper



Build Trust



**Reinforce
Sense of
Power**



**Build
Confidence**



**Reinforce
Sense of
Control**

Empowered Healing

COMPASSION AS A PROCESS

(Eisler, 2017)

Step 1

Notice

Mindfully
Allow for
Expression

Step 2

Interpret

Listen with
Intent

Step 3

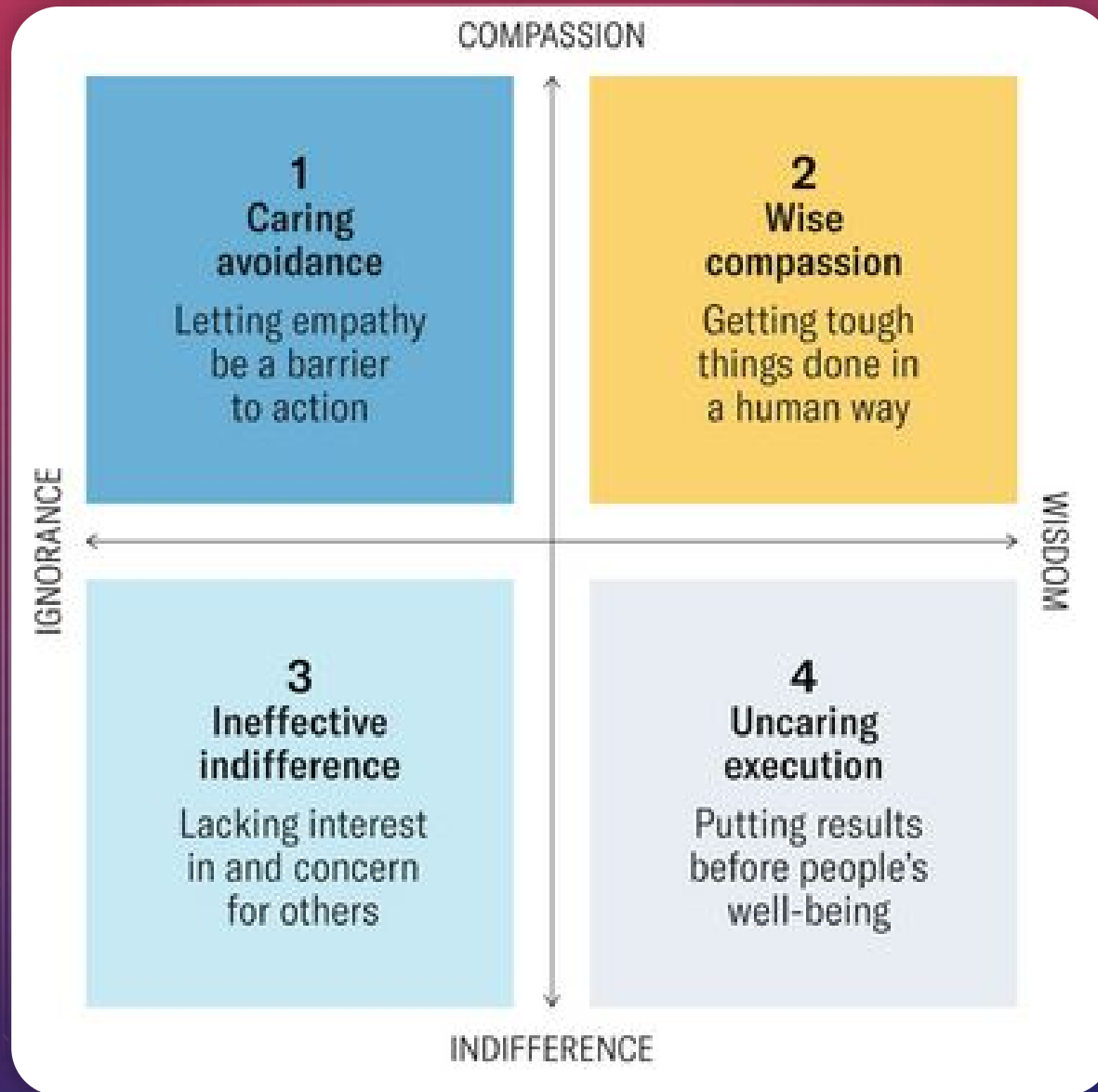
Empathetic
Concern

Feel
Concern for
Others'
Well-Being

Step 4

Alleviate
Suffering

Act to Meet
Needs Vice
"Fixing"
the Issue

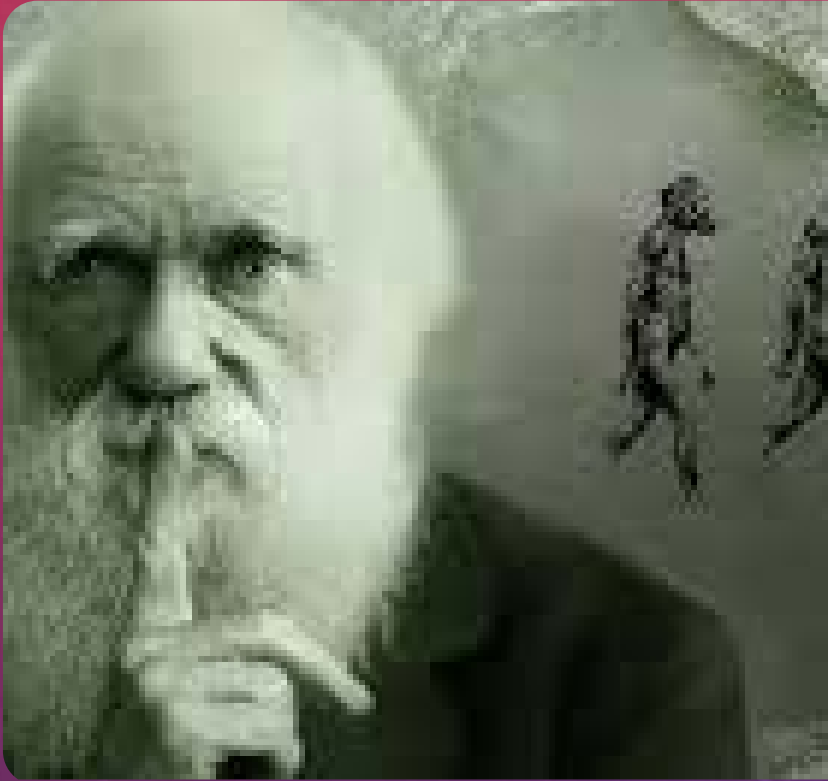


THE WISE COMPASSION LEADERSHIP MATRIX

(Hougaard *et al*, 2020)

COMPASSIONATE LEADERSHIP PRACTICES





*THOSE COMMUNITIES, WHICH INCLUDED THE GREATEST NUMBER OF THE MOST SYMPATHETIC MEMBERS,
WOULD FLOURISH BEST.
– CHARLES DARWIN*

COMPASSIONATE LEADERSHIP BENEFITS

Subordinate Impact



Heal – Physical/Mental

Reduce anxiety & stress

Sense of being valued

Seek positives in events

Feel supported

Raises level of trust

Life satisfaction

Sense of purpose/meaning

Increase commitment/loyalty

Leadership Impact



Gain prosocial identity

Seen as a stronger leader

Connect in meaningful ways

Seen as more competent

Improved mental health

Life satisfaction

Sense of purpose/meaning

Organizational Impact



Increase employee commitment

Strong interpersonal connection

Increase professional development

Reduction in punitive actions

Openness to receiving help

Organization-wide resilience

Attract & retain talented people

Create psychological safety

Pride in organization

THE APPROACH WE NEED...



QUESTIONS?

