

## **Contemporary Leadership Culture (B)**



# **Compassionate Leadership**

**Empathy, understanding, and care for team members**

**Group Name:-  
Fab4**

### **Group Members:-**

- 1. Soham Sanjay Vaidya - 94169353**
- 2. Jay NiteshBhai Vasani - 84218545**
- 3. Surabhi Kailas Sangore - 63101300**
- 4. Chetan Harshal Tote - 22631977**



## Values and Traits connected to compassionate leadership:

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- Listening Actively
- Support and care
- Positive Reactions and Appreciation
- Empathy in Conflict Resolution
- Leadership as a Servant
- Making Ethical Decisions
- Inclusion Promotion
- Mindfulness and Introspection

# Benefits of compassionate leadership:

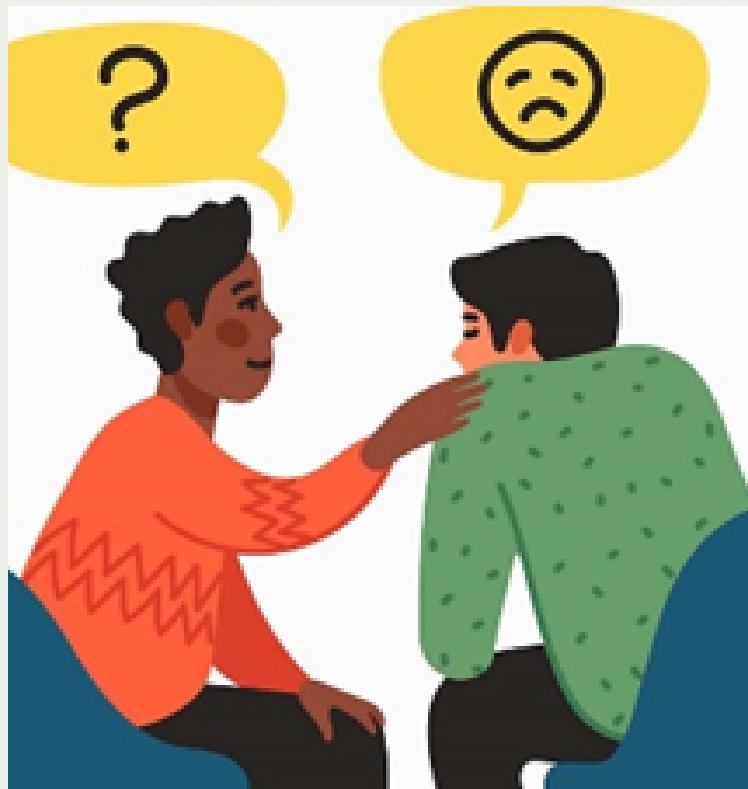
- Increased Employee Happiness
- Increased Employee Engagement
- Improved Team Collaboration
- Collaborative and team-oriented atmosphere
- Increased Retention Rates
- Enhanced Productivity
- Improved Employee Morale
- Improvements in Creativity and Innovation
- Effective Dispute Resolution
- Positive Workplace Culture
- Better Leadership Reputation
- Resilience and adaptability



# Key characteristics of compassionate leaders



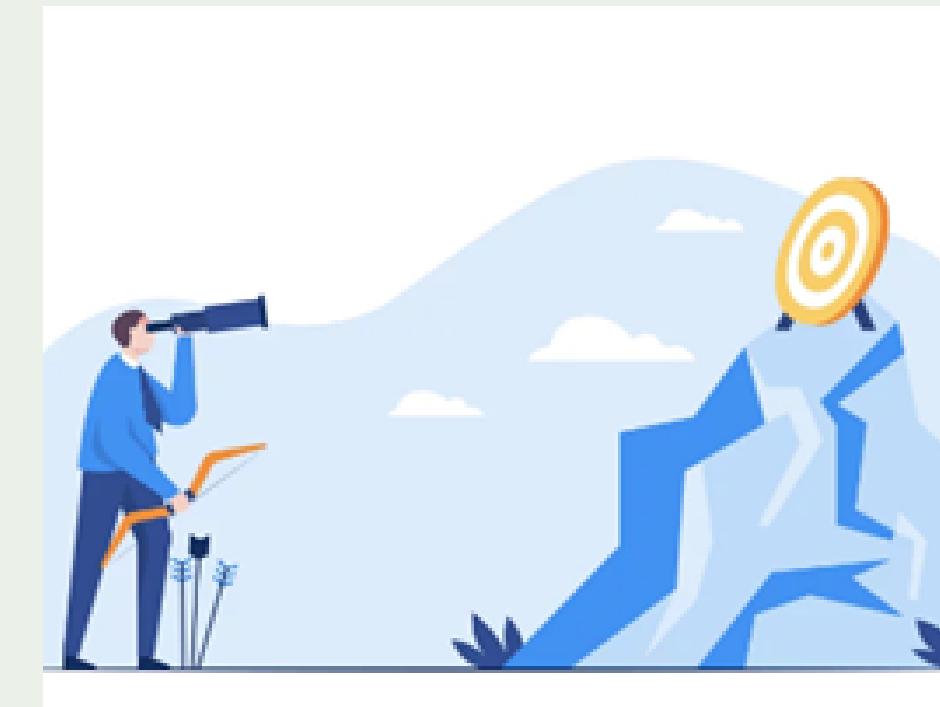
**Self-awareness and self-compassion**



**Empathy**



**Collaboration**



**Vision**



**Thoughtful and  
Kind**



**Focused on what  
is best for their  
employee**



**Supportive**



**Open Minded**

# Improving Team Happiness



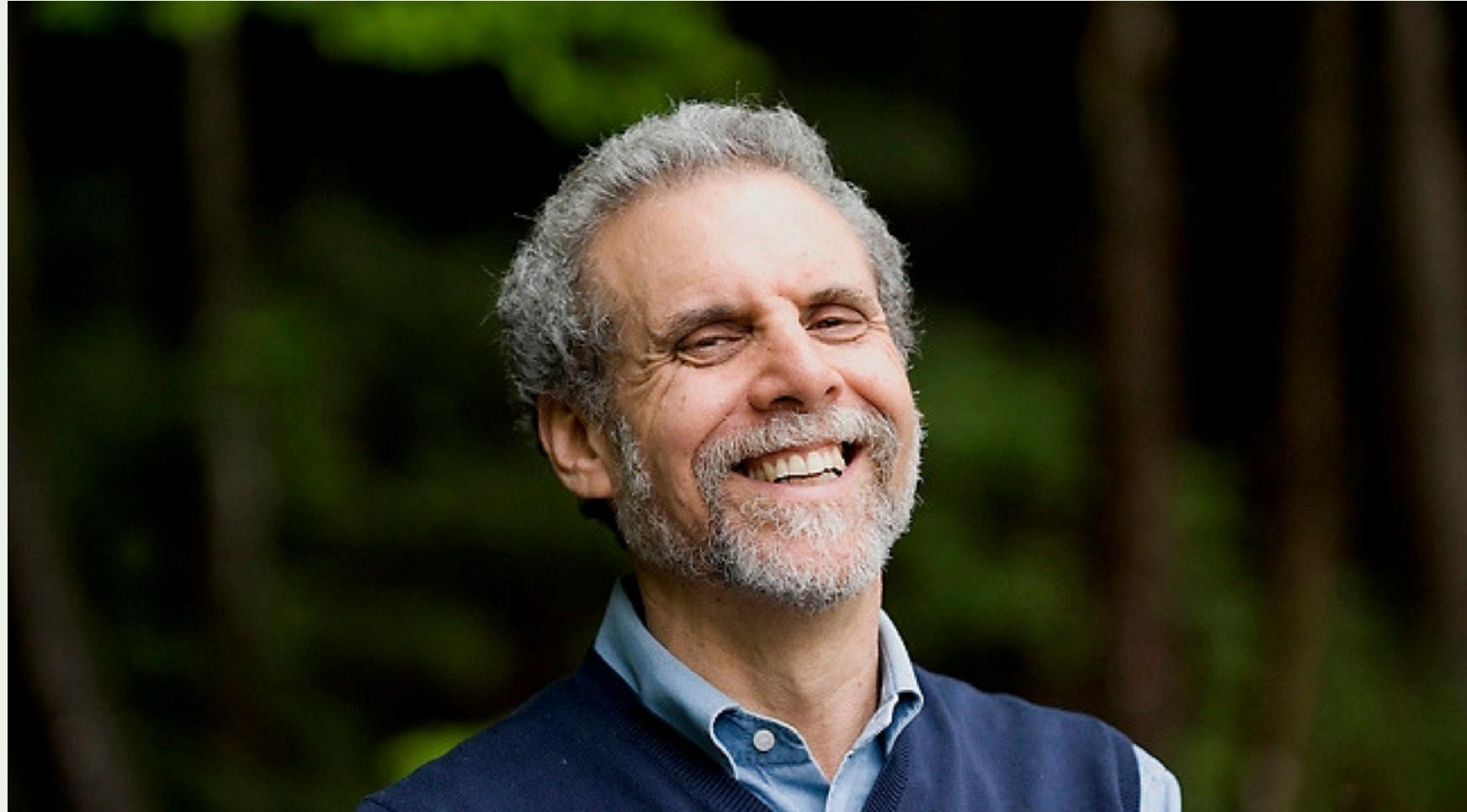
**Encouraging of People's Differences**

# The Role of Emotional Intelligence

Emotional intelligence (EI) is the ability to understand and manage emotions, both your own and those of others.

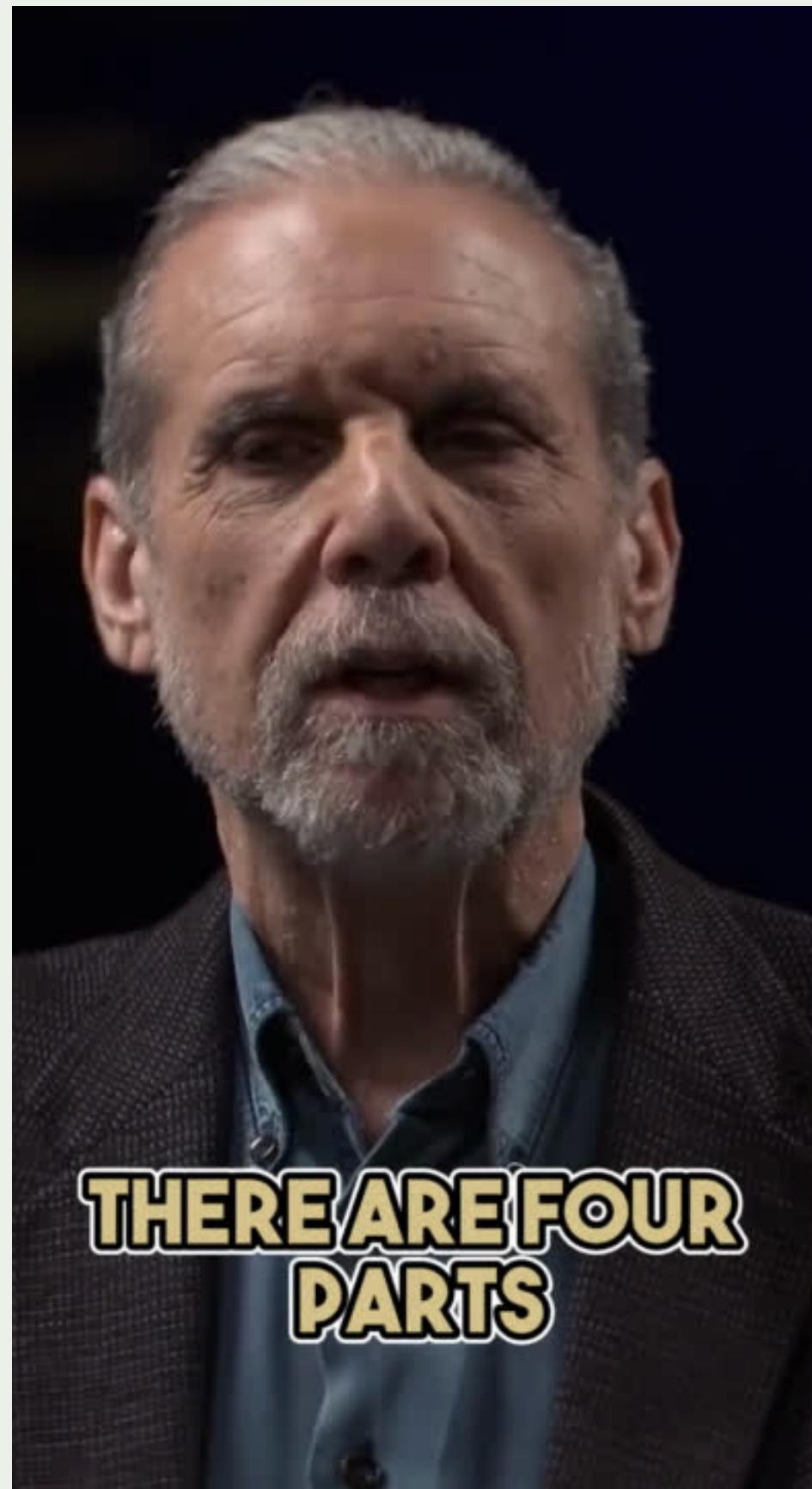
Emotional intelligence and compassionate leadership are closely intertwined.



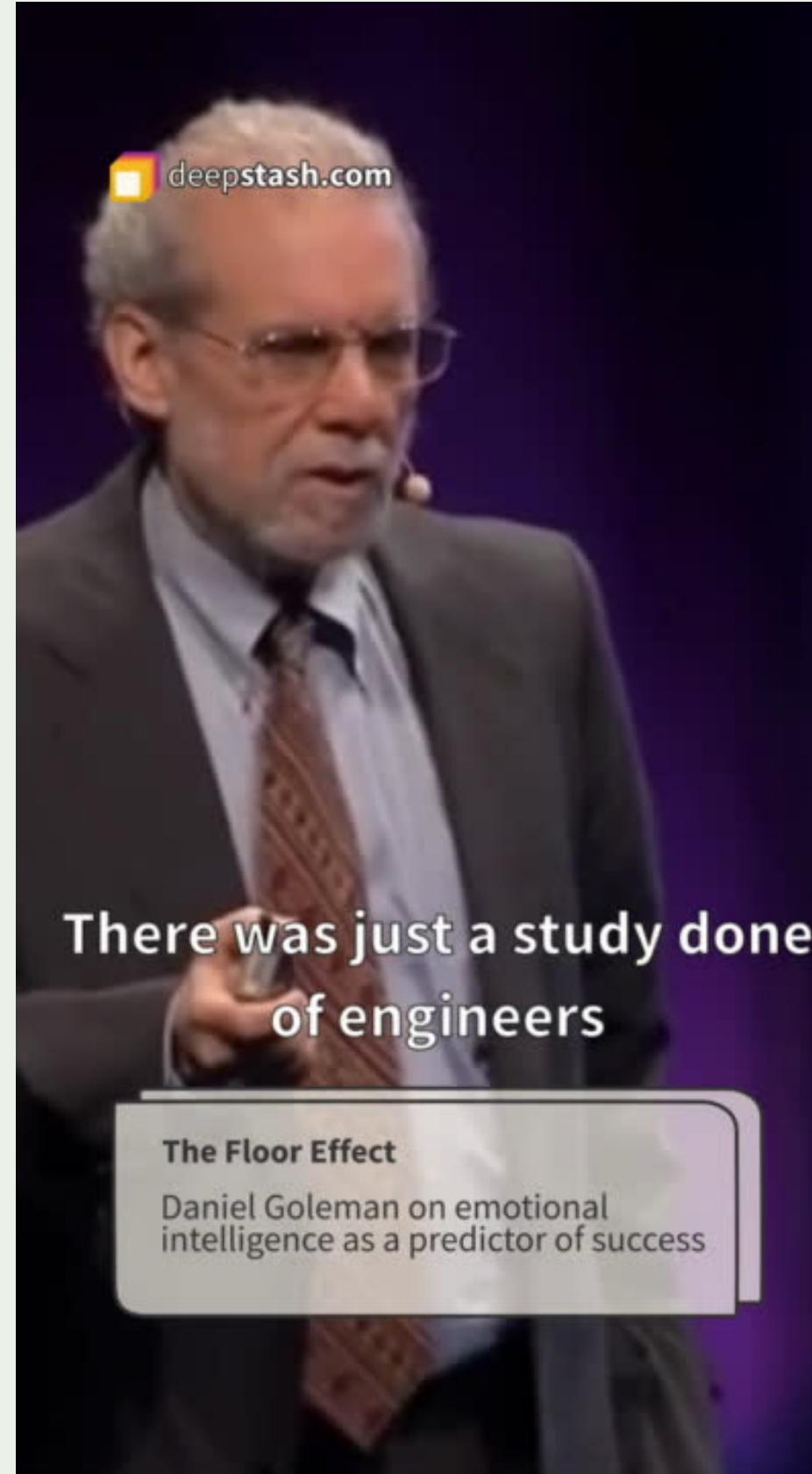


**Psychologist and author Daniel Goleman popularized the concept of emotional intelligence in his best-selling book, 'Emotional Intelligence' (1995). Goleman identified five key components of emotional intelligence**

# Daniel Goleman Explains Emotional Intelligence



# Daniel Goleman - Emotional intelligence as a predictor of success



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**01**  
**Self Awareness**

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**02**  
**Empathy**

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**03**  
**Self Regulation**

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**04**  
**Social Skills**

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**05**  
**Motivation**

# **Components of Emotional Intelligence**

# Benefits of Emotionally Intelligent Leaders

1. Improved Team Performance



2. Enhanced Employee Engagement



### **3. Reduced workplace conflict**



### **4. Better decision-making**

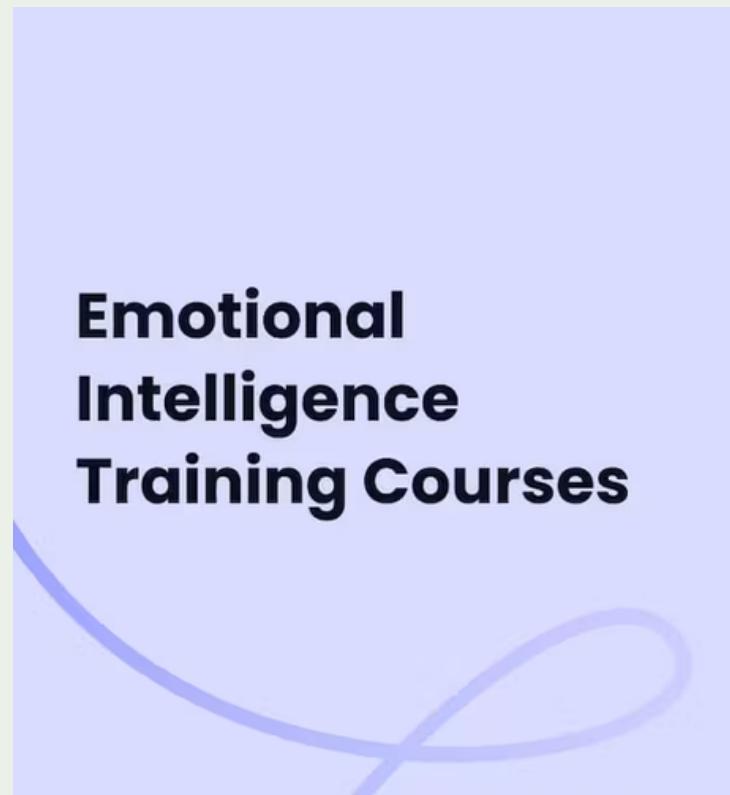


# How to develop Emotional Intelligence in Leaders:

## Self Assessment and Reflection



## Emotional Intelligence Training program



## Learning from role models and mentors



## Examples of Emotionally Intelligent leaders



**Indra Nooyi (Former CEO of PepsiCo)**

**Exceptional listening skills, engages in one-on-one conversations.**



**Sundar Pichai (CEO of Google)**

**Attuned to the needs and motivations of team members, creates positive work environments that foster engagement, productivity, and well-being.**

# Developing compassionate leadership skills

## 1. Power to listen



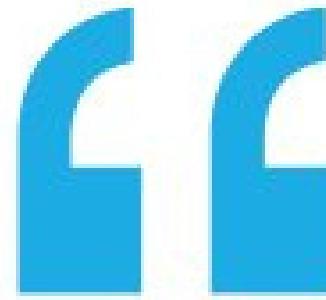
# Developing compassionate leadership skills

## 2. Availability



# Developing compassionate leadership skills

## 3. Tolerance



**Tolerance is giving to every  
other human being every  
right that you claim for  
yourself.**

**[Robert Green Ingersoll]**

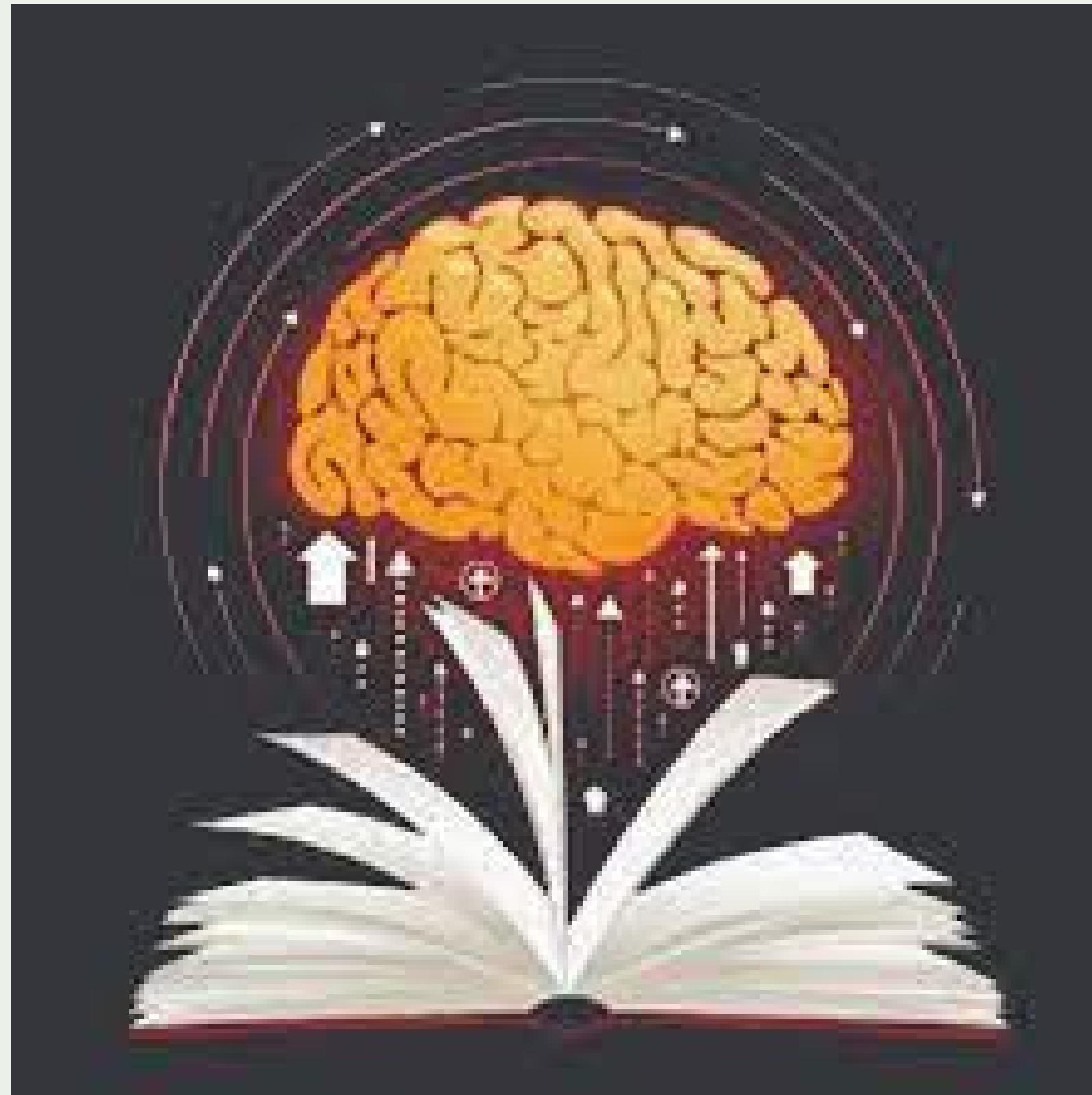
# Developing compassionate leadership skills

## 4. Adaptability



# Developing compassionate leadership skills

## 5. Knowledge



# Developing compassionate leadership skills

## 6. Decision Making



# Developing compassionate leadership skills

## 7. Ability to respond



# Developing compassionate leadership skills

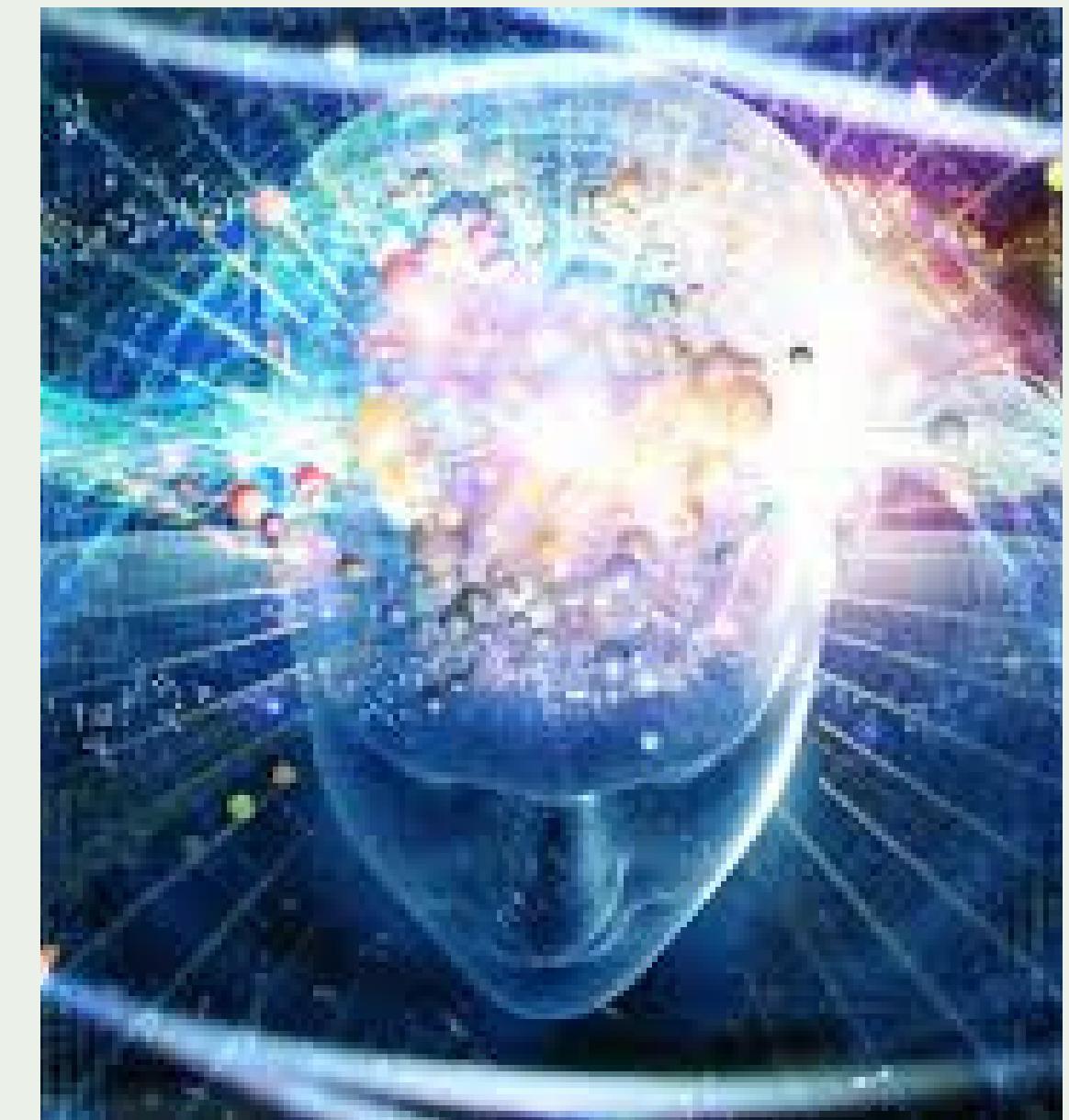
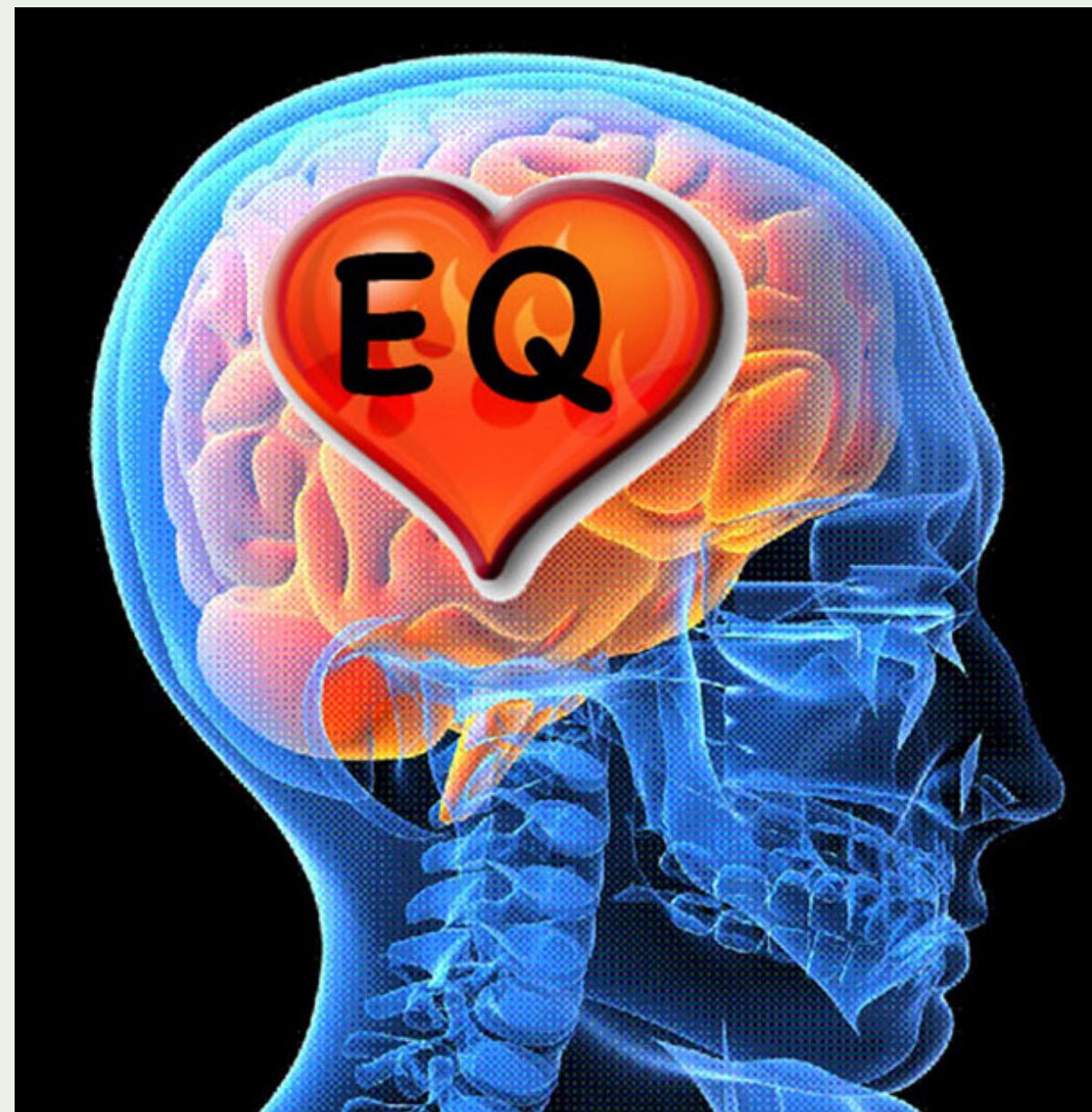
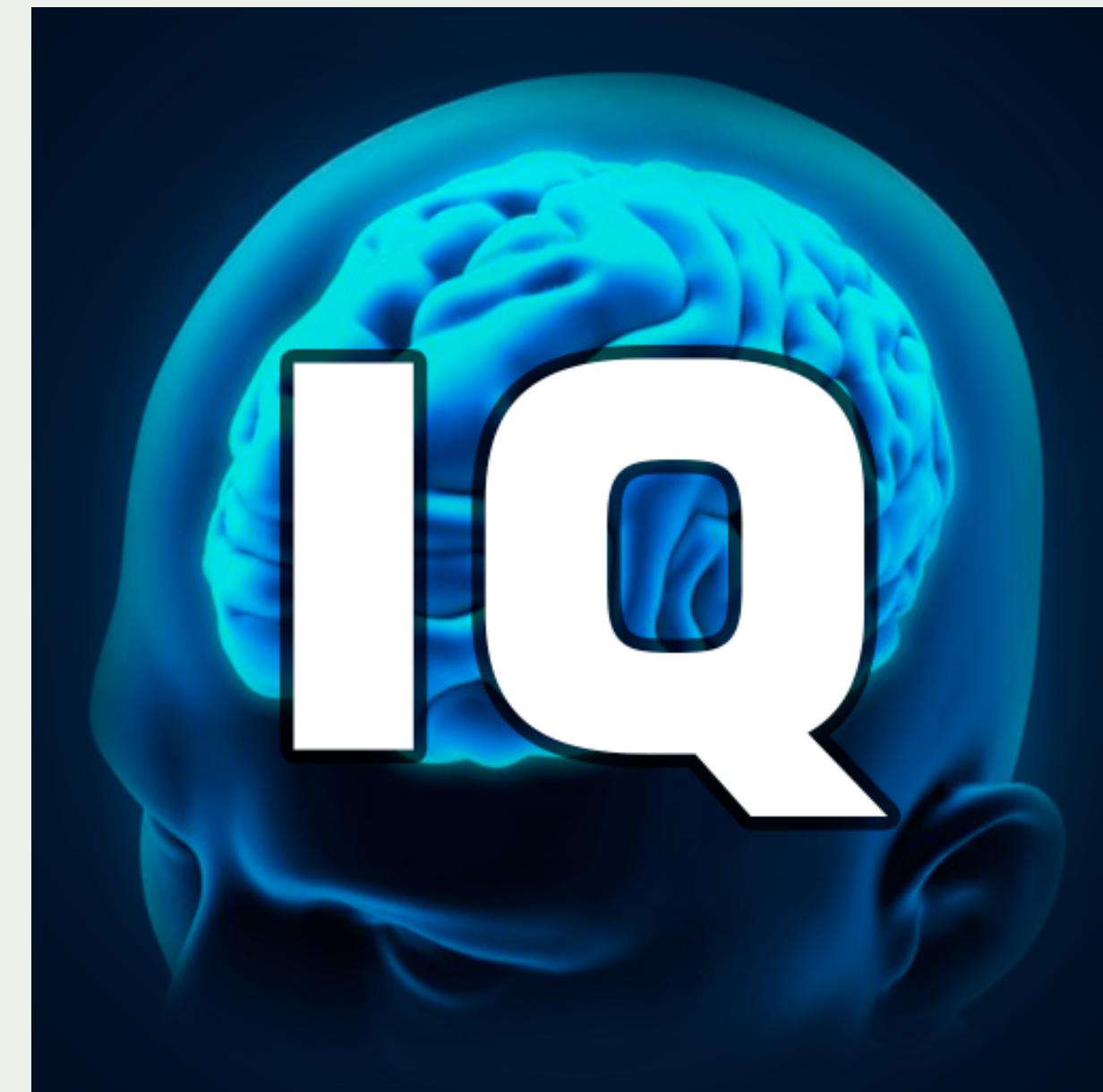
## 8. Team Spirit



# **5 Kinds of leaders**

- 1. Individual leaders**
- 2. Team player**
- 3. Team leader ( who includes only good participant)**
- 4. Team leader (who includes both good and bad participant)**
- 5. Visionary leader**

# Overcoming Challenges

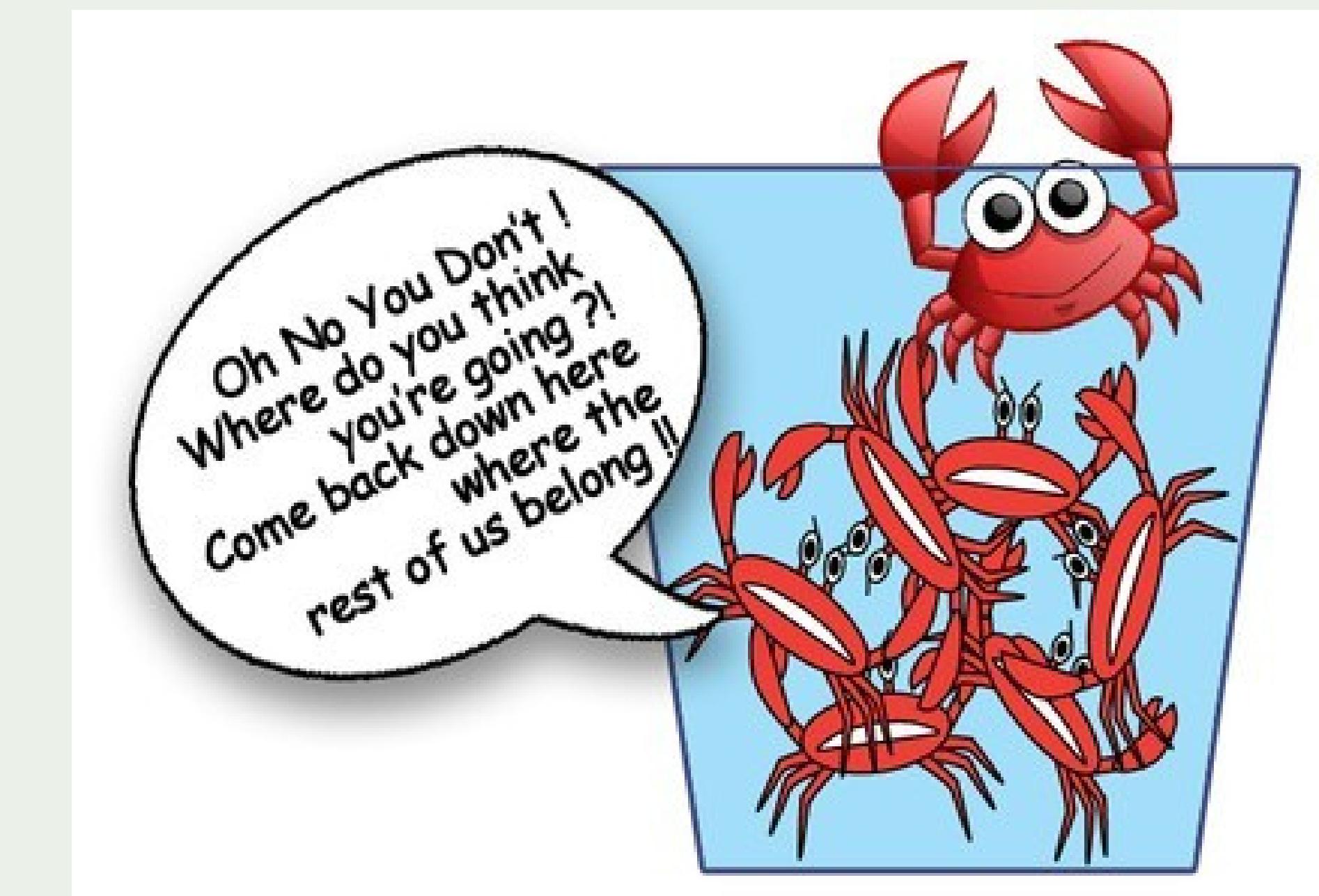


# Overcoming Challenges

Leaders in 3 modes of material nature

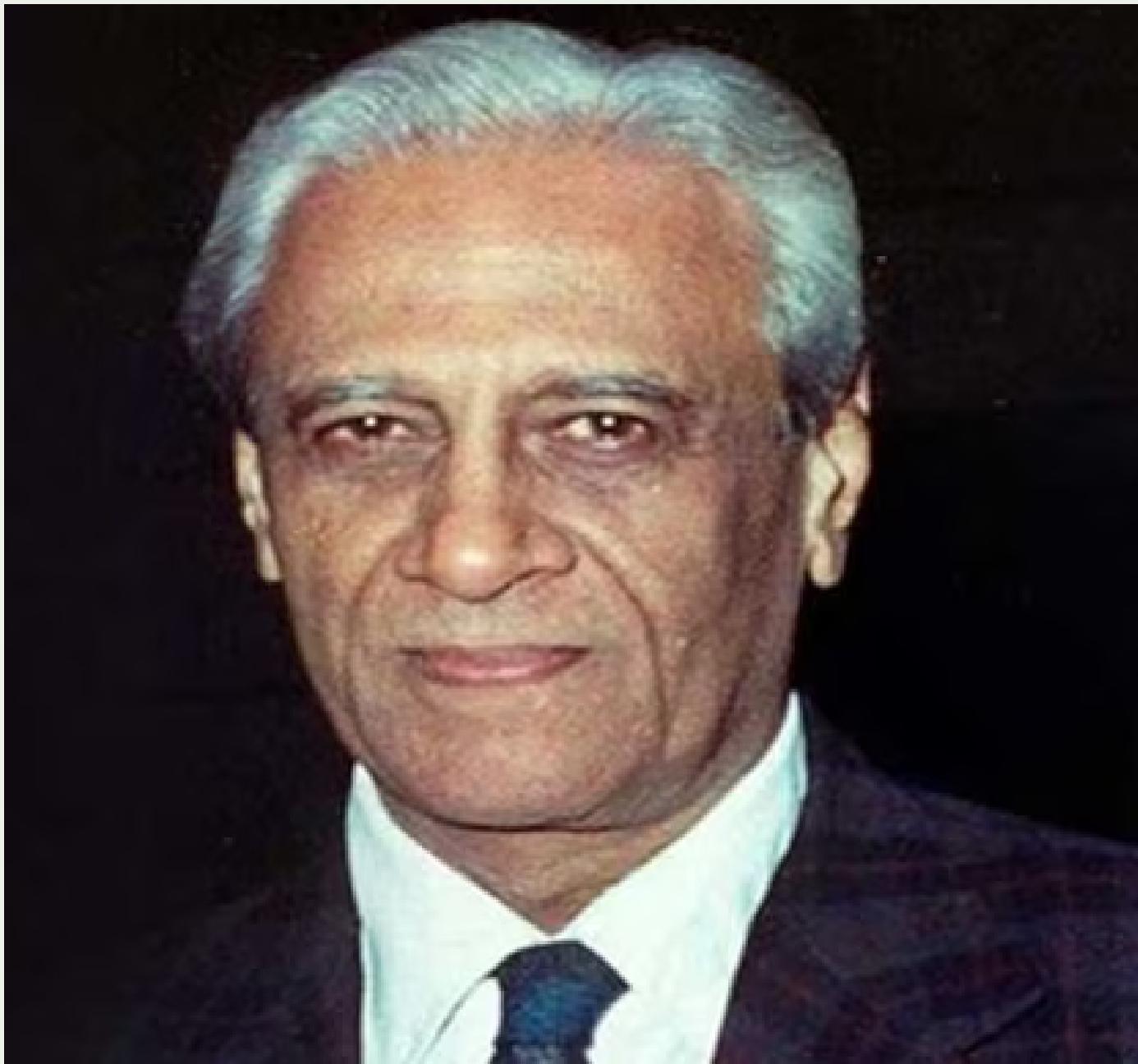


# Overcoming Challenges



# **Creating a compassionate workplace culture**

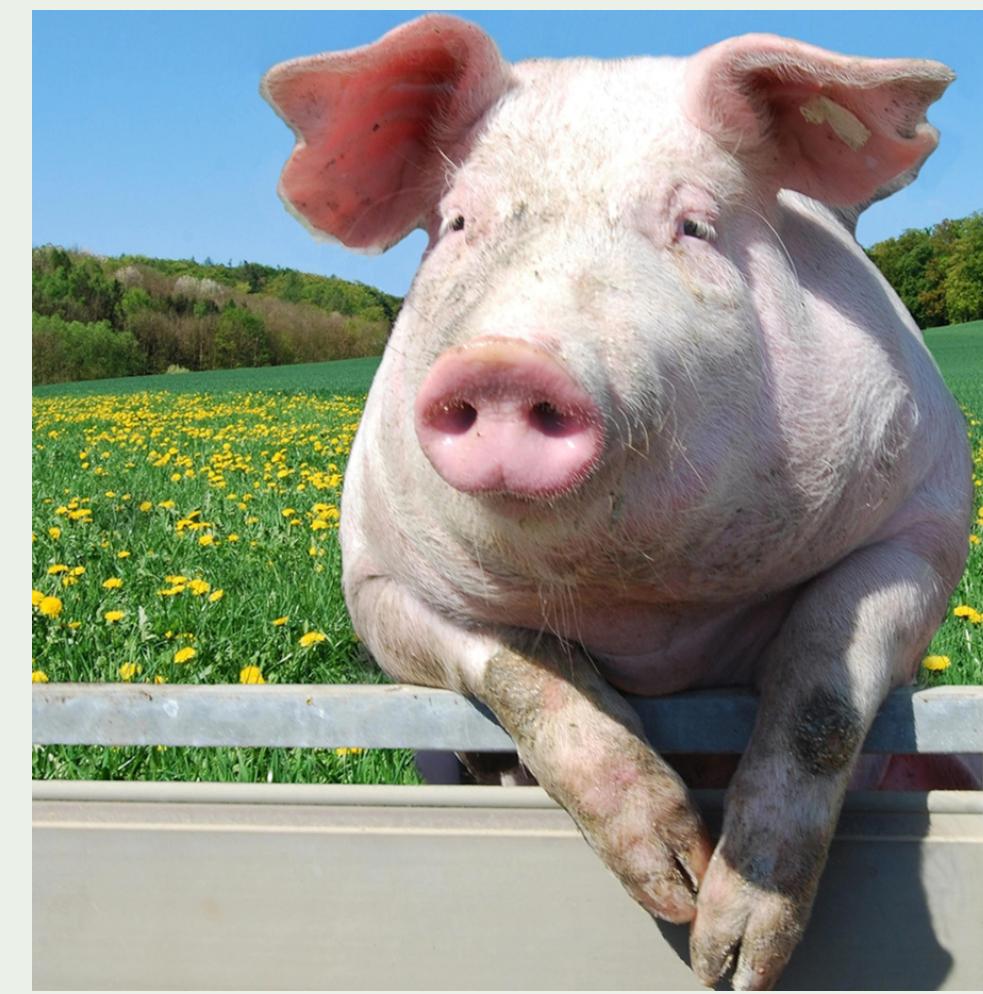
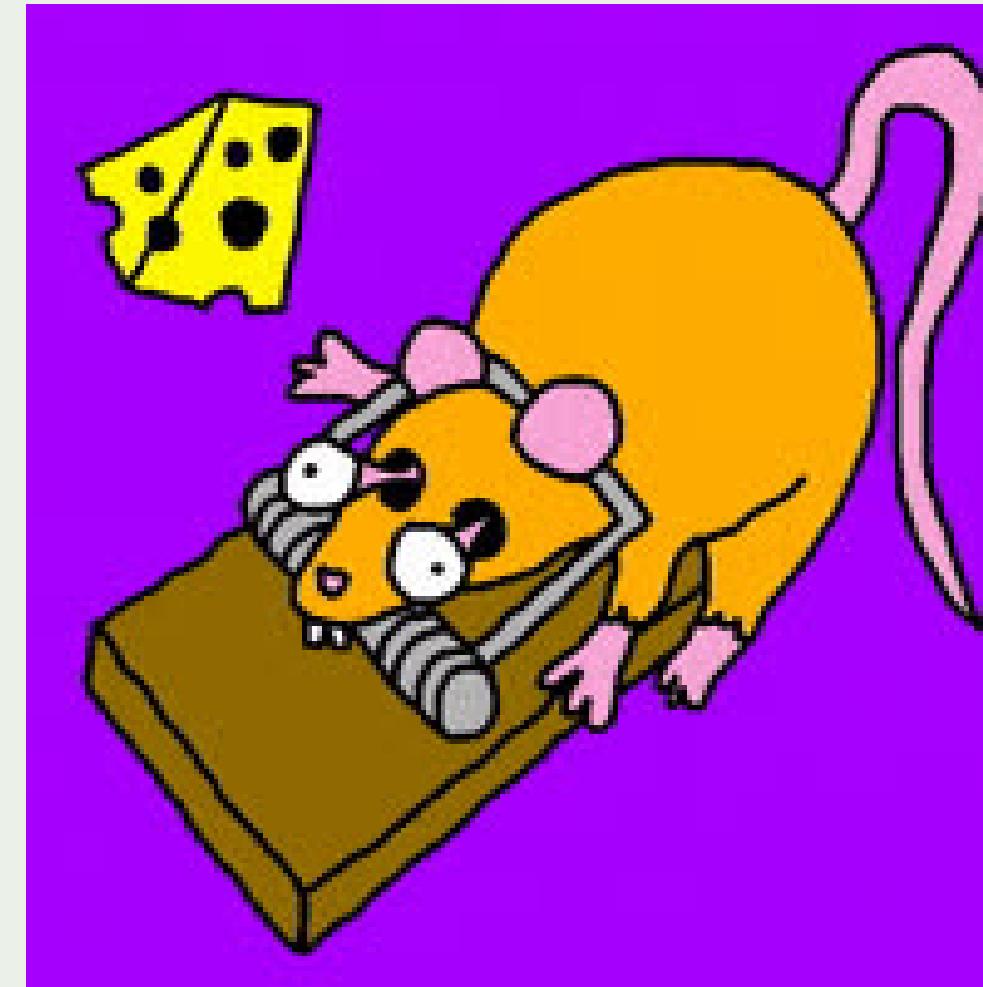
## **Information touches the head inspiration touches the heart**



**Prof. Satish Dhawan**

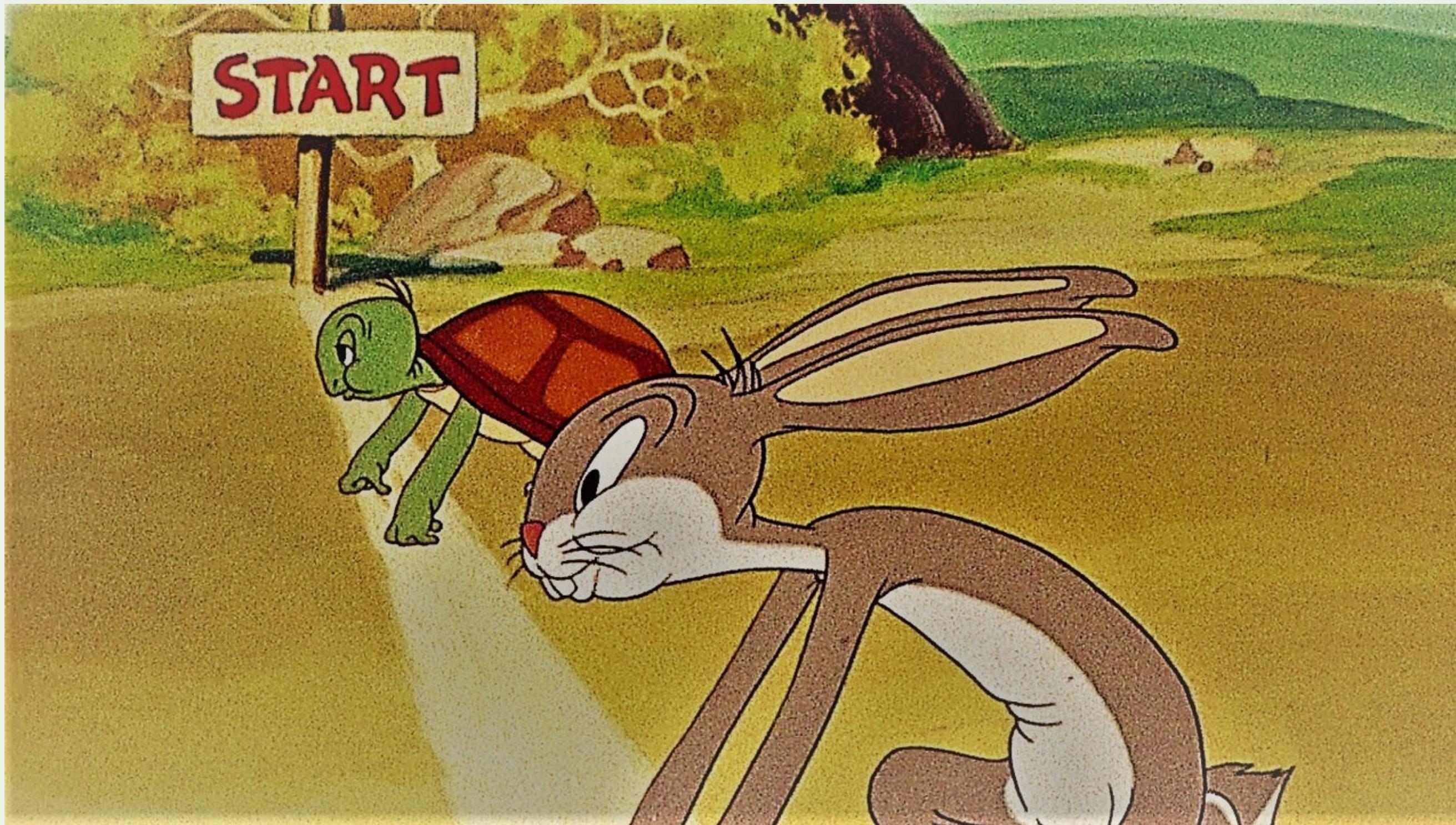


**Dr APJ Abdul Kalam**

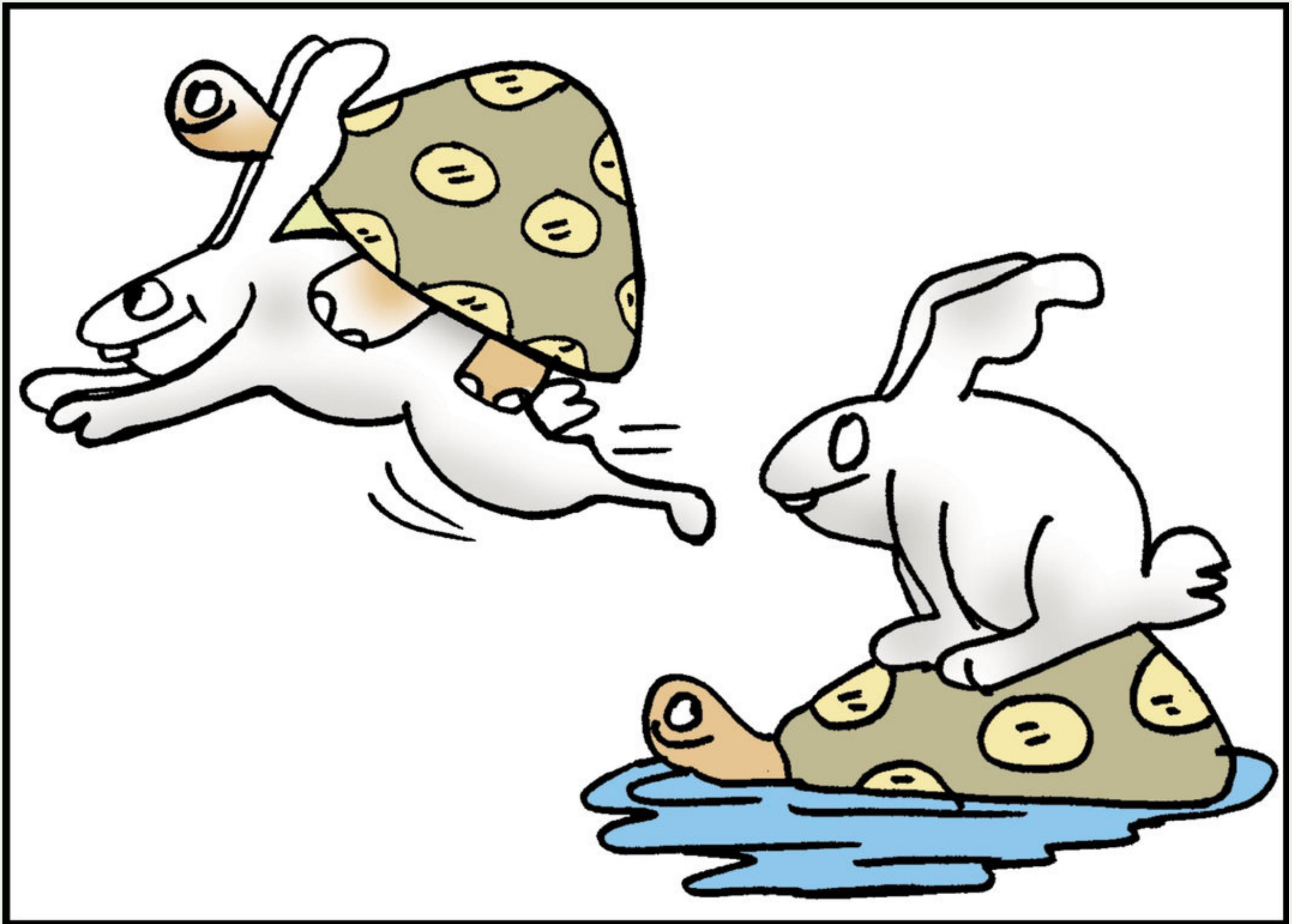




# Creating a compassionate workplace culture









# **Key performance indicators (KPIs) for compassionate leadership:**

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**Employee  
Satisfaction Score**

**Employee  
Engagement Rates**

**Turnover Rate**

**Feedback and  
Recognition Metrics**

**Training and  
Development  
Participation**

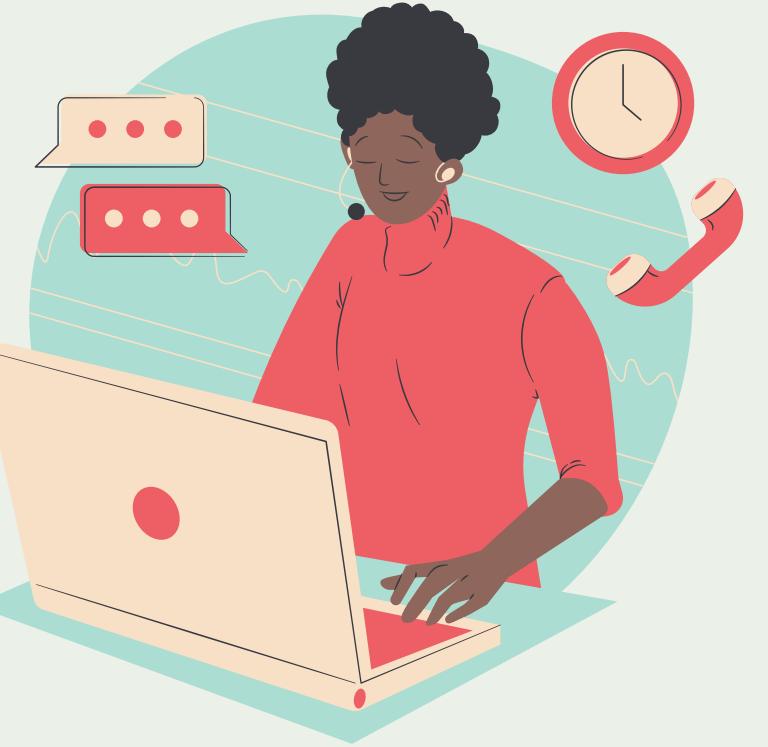
- Absenteeism Rates
- Conflict Resolution Effectiveness
- Stress Levels and Burnout Rates
- Health and Wellness Program Participation
- Flexibility and Work-Life Balance Metrics
- Trust and Transparency Index
- Diversity and Inclusion Metrics
- Team Collaboration and Cohesion





**Regularly analyzing and acting upon these KPIs enables leaders to cultivate a compassionate work environment, leading to improved employee well-being and organizational success.**

**Adjust the focus and weight of specific KPIs based on the organization's priorities and goals.**



## Conclusion

Combining compassionate leadership with effective feedback and surveys creates a powerful synergy for organizational success. Compassionate leaders prioritize their team's well-being, fostering trust and a positive work culture.

IQ EQ and SQ are pivotal for compassionate leaders. This makes them charismatic

It is good to be a team leader but best is to be a visionary who himself is a charismatic leader but engages everyone and makes them into the next charismatic visionary leaders.



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*Thank  
you!*