



Compassionate Leadership: Leading with Heart

Ebony Green, Ed.D

Icebreaker

Think of someone in your life who has been a leader; turn to your neighbor and share 3 qualities that you feel made them a good leader.

What is Compassionate Leadership?

- Balance of empathy and effectiveness
- Focus on both results and relationships
- In order to lead one must have followers

Guided Prompt

How do you currently practice compassion in your leadership and life?

Why It Matters

- Impact on engagement
 - Effect on retention
 - Team collaboration

Discussion Prompt

What challenges do you face in practicing compassionate leadership?

Core Principles

Self-Awareness
Emotional Intelligence
Active Listening
Authentic Connection
Inclusive Decision-Making

Discussion Prompt

Think of a recent leadership challenge. Which of these principles would have made the biggest difference and why?

Rate yourself 1-10 on each principle. Where do you see your greatest opportunity for growth?

Building Trust

Psychological Safety

Transparent Communication

Consistent Support

Vulnerability in Leadership

Discussion Prompt

What's one concrete example of psychological safety in your community?

What made it possible?

Practical Tools

PAUSE Method Breakdown

P - Pause and notice

A - Acknowledge emotions

U - Understand impact

S - Show empathy

E - Engage with support

Active Listening Framework

- Full attention
- Non-verbal cues
- Reflective responses
- Clarifying questions
- Supportive feedback

Creating Safe Spaces

- Clear expectations
 - Open dialogue
 - Mistake tolerance
 - Growth mindset
- Inclusive practices

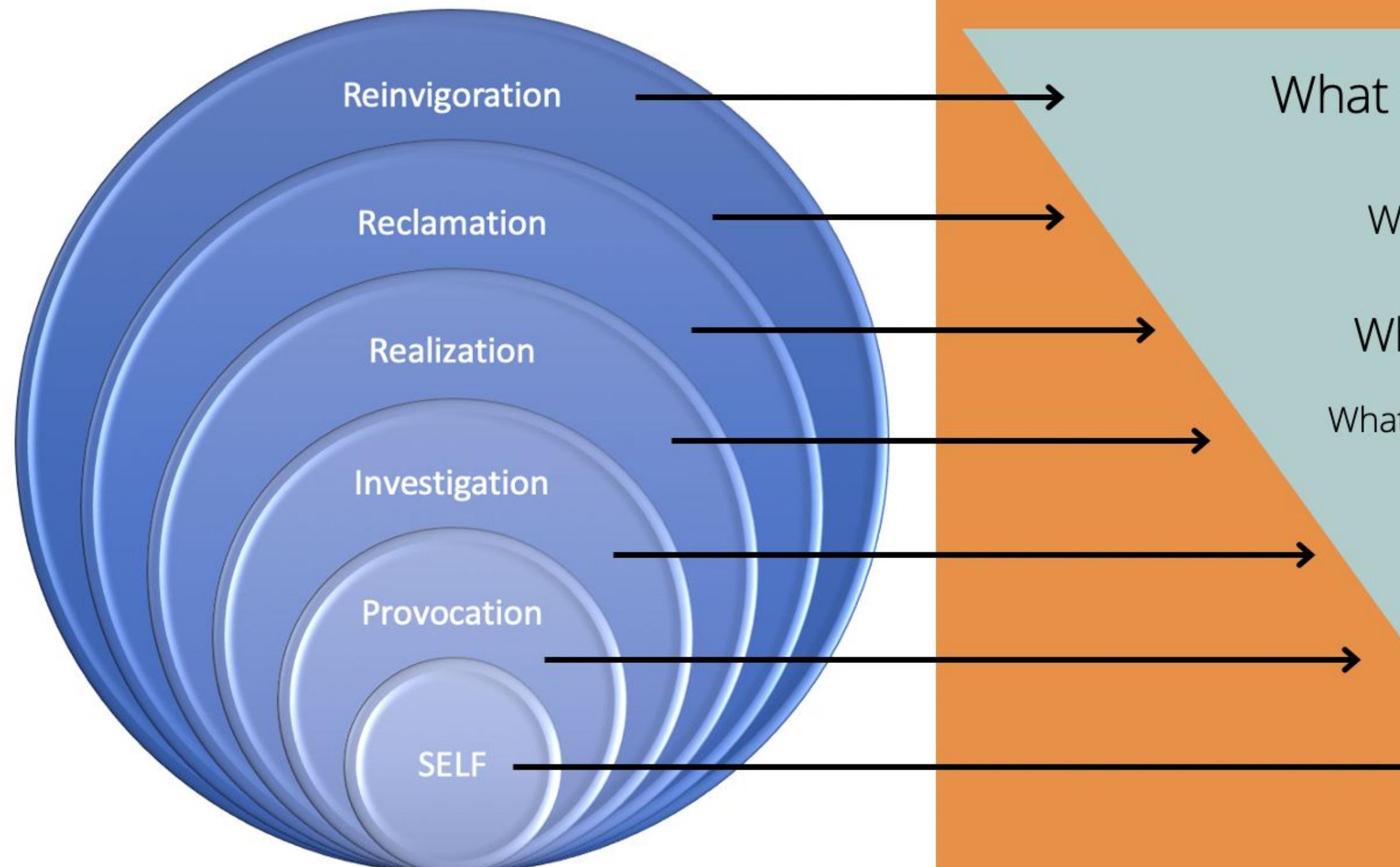
Discussion Prompt

Recall a time when you were new to a group and they made you feel safe and welcome. What about that interaction made you feel safe?

If I don't do the work in private,
I can't do the work in public

- Dr. Sealey-Ruiz

ACTS OF LIBERATION FRAMEWORK™



Practical Framing

What comes up for you?

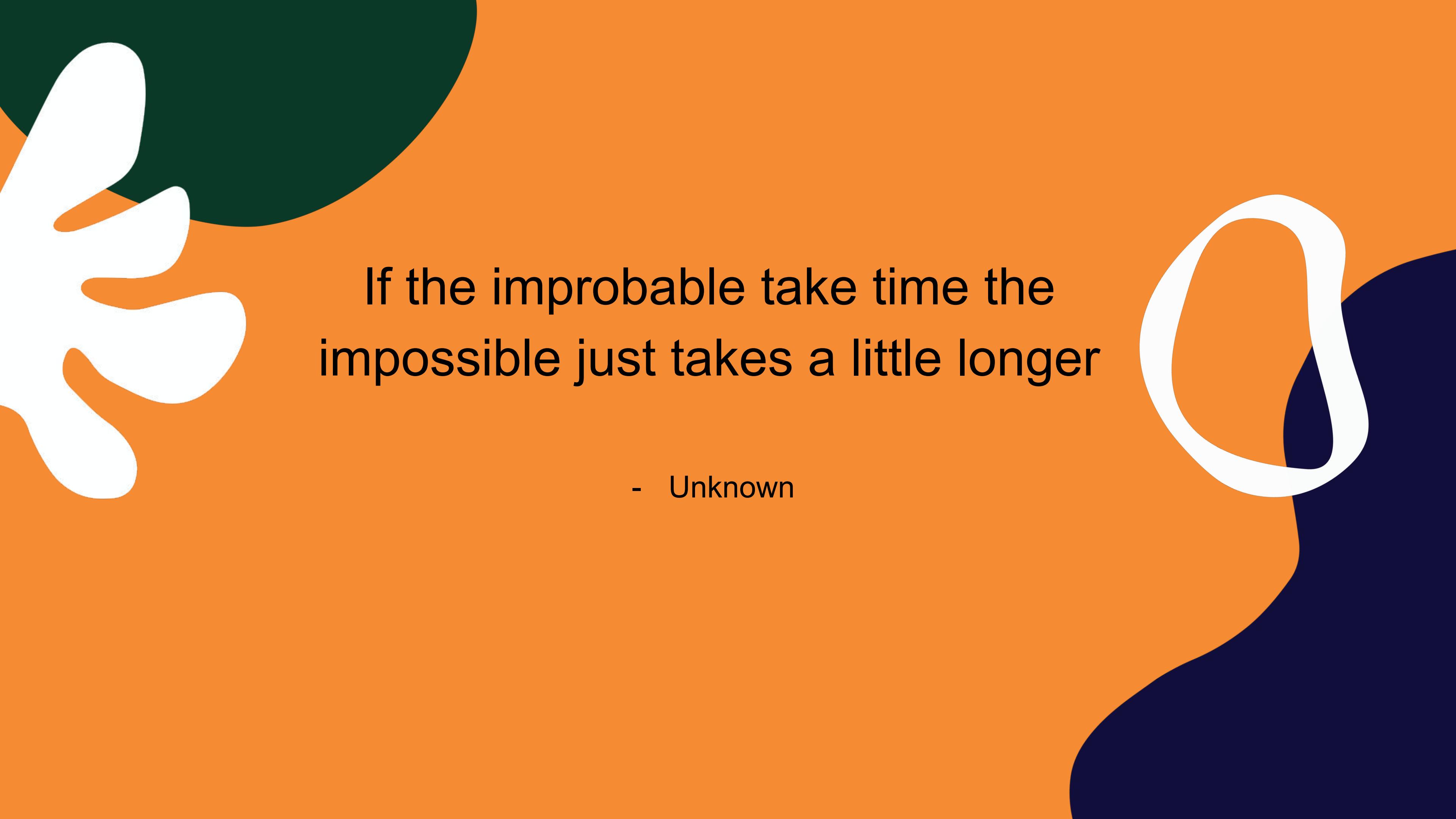
3 Keys Takeaways



Am I self aware?

How do I create
psychological
safety?

What are the ways I
can demonstrate
compassion?



If the improbable take time the
impossible just takes a little longer

- Unknown

Any Questions

Website: www.hellokindsoul.com

Email: ebony@hellokindsoul.com

IG, FB, TT: @iamhellokindsoul

Podcast: Hello Kind Soul Podcast

