

Compassionate

LEADERSHIP ACADEMY

An *extraordinary*, measurable and unique
online leadership, relationship and personal
development programme that works.

Mont Blanc shrouded in cloud. Feb 2020, D Gittins

Testimonials

"We are in a time of disruptive leadership change. Compassion is our way forward. Manley has presented an abundantly wise and carefully crafted guide for all leaders to help us travel on our collective journey with ease and grace."

Sue Cheshire, Founder and MD - Global Leaders Academy

"Compassionate Leadership gives you the tools to enable each individual to bring the very best of themselves to the workplace. It's an approach ideally suited to master the leadership challenges of today and in the future"

Paul Devoy, Head of Investors in People

"In his work and as a speaker Manley brings personal experience, academic study and humour to enable others to learn. At every turn there is insight and the opportunity to reflect on how one wishes to be as a leader, and, as fallible human beings, how we can fall short."

Shaun Sawyer, Chief Constable - Devon and Cornwall Police

"Human beings are incredible but why is it that companies so often diminish their people's vast capability? With a clear vision, a well communicated plan and visible 'Compassionate Leadership' is a values based culture, the power of collective brilliance enables us to achieve almost anything. This is Manley's quest; to unleash the true potential of individuals and their teams, thereby enabling their companies to consistently outperform their peer group. His approach is both disciplines and challenging, but also immensely human and the more effective for it. All that Manley advances he lives by, constantly testing and adapting. He has consistently created high performing cultures in the engagements that we have worked on together for the last eight years."

Huw Owen CEO, Ark Data Centres

The CLA is more than a course, it's a cause.

Welcome to the Compassionate Leadership Academy

Compassion is... Empathy with Positive Action

Before any leader can successfully wield leadership tools, they need to heighten their own awareness, emotional intelligence and understanding. The greatest leadership impact requires a strong degree of empathy, leading to conscious positive action. This, in essence, is Compassion, largely defined by the Dalai Lama.



The Outcome?

It is a truly inclusive leadership programme designed to develop;

1. Real behavioural change

Little and often creates real behavioural change that can be leveraged internally leading to tangible benefits. This also allows the programme to be accessed within the working environment whilst minimising staff time off-task thus bringing the application of good leadership directly into the organisation.

2. Remote/Virtual/Field Teams

The online delivery methodology allows teams to engage collectively regardless of geographical spread.

3. Improved team development

With teams engaging in the programme together, it speeds up the team formation and development cycle

4. Improved staff engagement

Raised self-awareness of staff and the visible investment in staff development will improve staff engagement. The inspiring and story-telling style of the programme has a positive motivational effect too.

5. Improved well-being

Focusing on developing all 4 quadrants of personal growth (intellectual, emotional, spiritual and physical), the CLA helps develop a strong sense of self worth leading to improvement in well being and mental health.

6. Improved decision making at all levels

With improved communication and delegation the CLA also specifically develops the ability to ensure decisions are aligned to strategic intent at all levels

7. Leadership capability growth

Design to develop leadership capability at all levels so amplifying the impact of the programme and assisting in creating the leadership succession capability

8. Performance

The creation of an inclusive compassionate team generates commitment, collaboration & ultimately high performance at all levels.

Compassionate Leadership is... Securing the Best for All

If we focus on securing the best FOR others, we tap into their self-worth, creating individual and team commitment to organisational purpose, and strategic intent. Gaining commitment delivers engagement, collaboration, growth, resilience, innovation, motivation, well-being, happiness, greater productivity and, ultimately, **performance**.

The Difference

The CLA Programme is unique in many ways and has been designed to maximise impact and overcome many of the limiting factors of more traditional development delivery methodologies.

1. UMU - Understandable, Memorable & Useable

- We make the complex simple in our use of language, memorable through powerful stories, images and metaphors and with a personal development plan (PDP) with each module, the whole CLA programme is design to be immediately useable

2. Individual Authenticity - The first nine weeks are devoted to develop the mindset of a compassionate leader in readiness to learn and apply the tools of leadership. We grow our understanding of our own inner motivations, our "story", our purpose and our filters. We begin the journey to becoming a conscious compassionate leader & human being, by first recognising and accepting ourselves.

3. Behavioural change takes time -The CLA Core programme of 26-modules creates a 6-month learning journey, delivered in short bursts of inspiring content, thus working with the neural physiology of the brain. Each module in the CLA programme builds on the last, with space in-between to apply and practice the learning. So the learning will stick, and the behavioural benefits will last.

4. Time & cost effectiveness - The CLA programme is no more than 40 minutes

per week and can be done at work, at home or between the two. There are no hidden financial costs. The initial subscription delivers the complete 26 modules of the Core Programme.

5. Collective Brilliance - The CLA programme has been designed to stimulate, educate and engage at all levels simultaneously; from the CEO to the most junior intern, all will benefit, all on the same page, all working on the same programme, all speaking the same leadership language. Much of leadership is an agreement that requires all parties to understand. Relationships too. The CLA programme does just that.

6. Internal leverage - The CLA programme is designed to be completed within the working environment, simultaneously by the whole organisation (or large swathes), and so it is "real life" in its learning and application. Research has shown that if a skill is applied in the same environment that it was learnt, it is better remembered and better practiced. There are no emotional costs of off-site learning either; no catch up from time away on a course, no overload from trying to balance work and development, no re-prioritisation or extra delegation, no off-load and no guilt, - only positives.



Manley Hopkinson is your personal coach and guide throughout the programme. It is a lifetime of leadership learning condensed into one inspiring programme. From time to time, Manley will be joined by a host of other remarkable leaders and inspiring people.

Measurement

In partnership with My People Group, and as an option in the CLA programme, we will apply best practice research and analytics, providing evidence of the performance impact achieved by the CLA programme. Access to this incredible knowledge allows you to track and measure the impact of the CLA across all aspects of your life.

The measures of the proven factors in human performance are;

- 1. Mood** - How we feel has a dramatic impact on our performance and well-being
- 2. Psychological safety** - How safe do I feel in my work? Can I challenge? Am I heard?
- 3. Organisation capital** - How much do I believe in my organisational purpose?
- 4. Job capital** - How much do I add value and am valued in my work?
- 5. Social capital** - Are my values closely aligned with my colleagues? Do we get on?

MyPeople are performance and engagement analysts, data scientists and psychologists, driving the performance analytics that link culture and leadership to performance. Success stories include: **GB Cycling, GB Rowing, Team Sky, Leicester Football & Saracens, England and the British & Irish Lions Rugby.**

The results are extraordinary, including over 30 World Championship titles, more than 20 Olympic Gold medals, 1 rugby Six Nations Grand Slam, 3 Six Nations Tournament win, 2 undefeated Lions tours, 1 Premier League title and 3 Tour de France wins. Their work also contributed to the foundation of the marginal gains approach.

Accreditation



The Institute of Leadership and Management have "approved" the CLA programme and will be our accrediting body also offering our learners unrivalled access to their huge leadership development resources. The ILM have researched and lead leadership learning since 1947 and are recognised as being the authoritative voice in a community of global leaders.



Manley Hopkinson FRSA FRGS

Inspirational Speaker, Author, Senior Leader, Facilitator, Adventurer, Charity Auctioneer, Compère, Coach, Mentor, Catalyst for High Performance and founder of the Compassionate Leadership Academy

How it Works

The core elements of the online CLA programme are:

- Regular cadence of learning with 40 minute modules and a 7-day scheduled opportunity to reflect and apply.
- Analytics that allow for organisational alignment of understanding and application.
- Circular programme of interlocking learning, based on the science of behavioural change and neural-physiology.
- Management reporting with anonymised program engagement data.
- Unique creation of a compassionate leadership "mindset" and awareness, followed by practical leadership tools.
- Downloadable materials and online FAQ's and support.
- Regular prompts, testing and certification stages.

Content

There are two distinct parts of the CLA Core Programme.

1. Individual Authenticity:

The first 2 months, the **Introduction to Compassionate Leadership**, sets the scene on the principles and concepts of compassion and leadership. With a focus on raising the learners' self-awareness, emotional intelligence and sense of self-worth to create the mindset of a compassionate leader, they will develop their own purpose statement, own story and Iceberg - a metaphor to articulate their inner motivations, needs, beliefs, values and social filters. The student will understand more about the neural-physiology of behavioural change, and what it takes to learn effectively, and develop a keen understanding of the power of story.

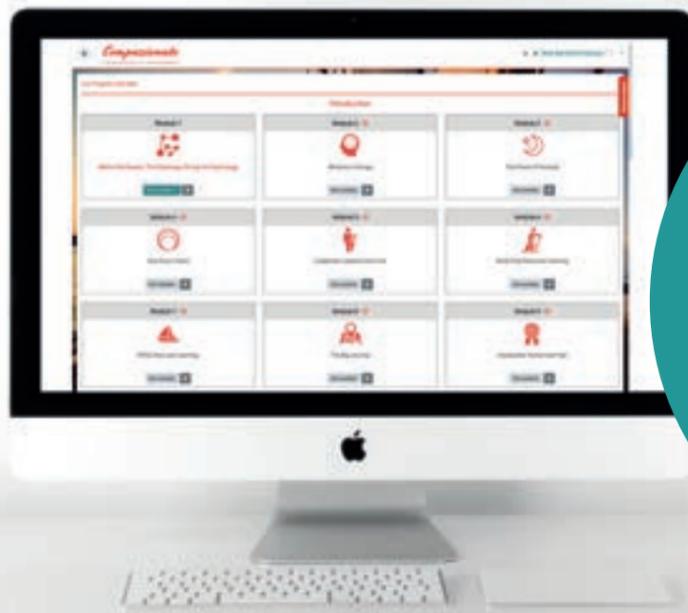
2. Collective Brilliance

The **Main Programme** consists of 12 individual yet interdependent and building modules on the application of compassion in leadership, relationships and self-development. This is a hugely powerful programme of personal development.

Topics covered include;

- Communication
- Delegation
- Power & Influence
- Time & Task
- Feedback
- Motivation
- Coaching
- Decision Making
- Situational Leadership
- Balanced Leadership
- Building Trust
- Relationship Awareness.

Each subject is presented from the perspective of receiving as well as giving; our firm belief is that leadership, collaboration and teamwork are all two-way processes.



Access

A user friendly dashboard aids simple navigation and becomes the homepage for learning.

Your progress is easily monitored. A module completed is always available for review.

Your workbooks and answers are all confidential and yours to keep, reflect, modify and apply.

Engagement

A wide range of organisations have now been using the CLA to great effect and have become part of the CLA research group. Their feedback on its effectiveness has shown that the CLA has had not only far reaching impact on developing high performing organisations, but also some profound moments of learning and growth at a personal level.

The most impactful application of the CLA is when the organisation embeds the programme within their learning and development activity. Like all development, the CLA needs to be led internally. Each organisation will have a central Administrator and we recommend that learning groups are created to help share the experience. There are a number of ways that we can assist:

1. **Kick off event** - We can deliver a top-team or whole organisation inspiring kick-off event.
2. **Workshops** - Regular workshops with CLA accredited facilitators will help ensure that everyone keeps track and progress together.
3. **Conference calls / Webinars** - We can deliver remote conferences and workshops.
4. **Top Team development + CLA** - A powerful and effective way of creating a cultural transformation of compassion is for us to work deeply with the senior leadership team in parallel with an organisation wide engagement with the CLA.
5. **Train the trainer** - We can develop the internal capability and train local facilitators to be CLA accredited and so cost effectively support the CLA programme.

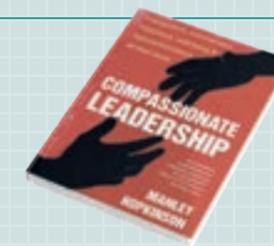
6. **Tailored Programme** - We can work with you to tailor the CLA into your existing learning management system and development programmes. **We can even "white label" the CLA to your own brand.**

Masterclass

Once you have completed the Core Programme you will be able to subscribe to the Masterclass Programme where we work with some of the world's leading thinkers in their subjects and will develop into an individual series of life-long learning through a new extended subscription model.

- **Longterm Productivity** - Bringing together the inseparable elements of organisational performance and personal well-being, the Masterclass Programme delivers on many of the wider aspects of leadership and relationships, including; Guiding Message - aligning all organisational effort, DeBono 6 Hat Thinking, Transactional Analysis, 5 Team Dysfunctions, Culture for Performance, 3 Buckets Planning, Planet A; there is no Planet B, Focus & Mindfulness, Artificial Intelligence, Strategic Thinking, The Power of Sleep, Growth & Learning, Female Energy, Energy Medicine, Coaching for Commitment, Agility, Resilience, Presentation & Personal Impact, Stress, High Performance Organisations, Creating a Challenge Culture, Leading Virtual Teams, Decision Quality, as well as regular reviews on the previous learnings.

The Masterclass Programme creates the opportunities to practice and embed the wider skills of influence, motivation, collaboration, well-being and performance.



"An excellent contribution to creating awareness on compassion"

Office of His Holiness the Dalai Lama

Book

The highly acclaimed Compassionate Leadership book has become the handbook of transformation to ensure long-term behavioural change and to become a hugely effective compassionate leader, relator and human being. The stories, psychology and methodologies used in the CLA programme were born within the pages of this book. Signed copies can be arranged and we can also create a personalised and branded version for your organisation*. *minimum numbers apply