

Compassionate Leadership Impact on Change

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“Compassionate leadership involves a focus on relationships through careful listening to, understanding, empathising with and supporting other people, enabling those we lead to feel valued, respected and cared for, so they can reach their potential and do their best work...This creates an inclusive, psychologically safe environment in which diversity in all forms is valued and team members can contribute creatively and enthusiastically to team performance. “

Michael West and Suzie Bailey, 2022

"The questionnaire is a widely used and useful instrument for collecting survey information, providing structured – often numerical – data, able to be administrated without the presence of the researcher and often comparatively straightforward to analyse. These attractions must be counterbalanced by the time taken to develop, pilot and refine the questionnaire, by the possible unsophistication and limited and superficial scope of the data that are collected [...]"

Cohen, Manion & Morrison, 2018

Based on my top scores (23), an authoritarian style (14 points), and a laissez-faire style (12 points), my examination of the Leadership Questionnaire results shows that my primary leadership style is democratic. In my experience, when I push for teamwork and employee input into decision-making, we see a marked increase in originality and creativity, so I can attest to the validity of these findings and think this is a great tool for studying leadership styles. On occasion, I make decisions and relay them to the team without seeking input from other members, which makes me seem autocratic. When I delegate tasks to other people and have faith in their decision-making abilities, I exhibit a laissez-faire style of management.

Democratic leadership- positive example

“Democratic leadership allows members of the teams to feel included and impactful in several stages of a project. With this style of leadership offering equality of power, and group decision making, it is imperative that it is used in the right situation or task.” - Preston et al, 2015

Democratic leadership- negative example

“Democratic leaders with an inexperienced team may get more ideas with limited viability or too many flaws. This can make the decision-making process longer so the leader should be mindful of this when setting up the decision-making team.” - Lindberg, 2023

Personal goals for the future include expanding knowledge about leadership styles and how to apply them successfully , as well as further developing skills in listening, problem-solving, and communication. I will also develop a high level of emotional intelligence and the ability to empathise with others which will help me form lasting relationships and create an environment that is positive and flexible to change.

“Organizational change is necessary for companies to succeed and grow. Change management drives the successful adoption and usage of change within the business. It allows employees to understand and commit to the shift and work effectively during it.”

Tim Stobierski, 2020

When people think about change, they may experience feelings of insecurity, leading them to fear change rather than welcome it. Change management encourages creativity and innovation when an organisation must transform. It is essential that employees accept the required adjustments and learn to adapt.

The “set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way is emotional intelligence”

Mayer, Caruso & Salovey, 2004

A leader with emotional intelligence can empathise with their team members, see things from their perspective, and devise imaginative ways to motivate people to collaborate towards a common goal while also providing the necessary support. To ensure an organization's success, its executives must lead by example.

References

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