

# BEST VERSION OF YOU

## MODULE #6

## IMPACT THROUGH COMPASSION

*“All major religious traditions carry basically the same message, that is love, compassion and forgiveness. The important thing is they should be part of our daily lives.”*

**Dalai Lama**

In this Module, we're going to learn how to apply my unique leadership model to help you be a 'Souldier' in life – where you command your tribe with soul and connect with them on a deep, cellular level.

Together, we're going to:

- ▶ **Discover** how your world view impacts the quality of your relationships
- ▶ **Identify** the 7 Key Traits of compassionate leadership
- ▶ **Find out** how to create a compassionate culture in your organisation.

We live in an interconnected world. This is why relationships are fundamentally important.

**Living and leading with compassion** is critical to our continued happiness and success.

Even more so because we now have the 'Internet of Everything'. Computers are uploading and downloading data with very little human intervention. We've got "Smart Factories" where computers, robotics and automation come together to repeat pre-determined tasks. Adapting and learning using less human input and more artificial intelligence.

### **Where does this leave us?**

The next evolution will provide great efficiencies across many industries but it is missing **one key element: meaning!**

**Meaning is something humans crave.** And all the tech in the world can't create that for us.

This is your great opportunity. Bring meaning to your work. Bring compassion to your leadership. Bring heart to all that you do.

**Business has a higher purpose than just profits.** If a business can clearly define its meaning and is passionately committed to it, it goes a long way towards future proofing itself. Make it mean something.

Here's to unleashing your full potential.

### **Shane Kempton**

Coach – Speaker – Mentor

Founder of the Best Version of You Bootcamp

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## MODULE 5 CHECK IN:

Before we dive into how a Souldier leads with compassion and resolves conflict, let's review the week just gone.



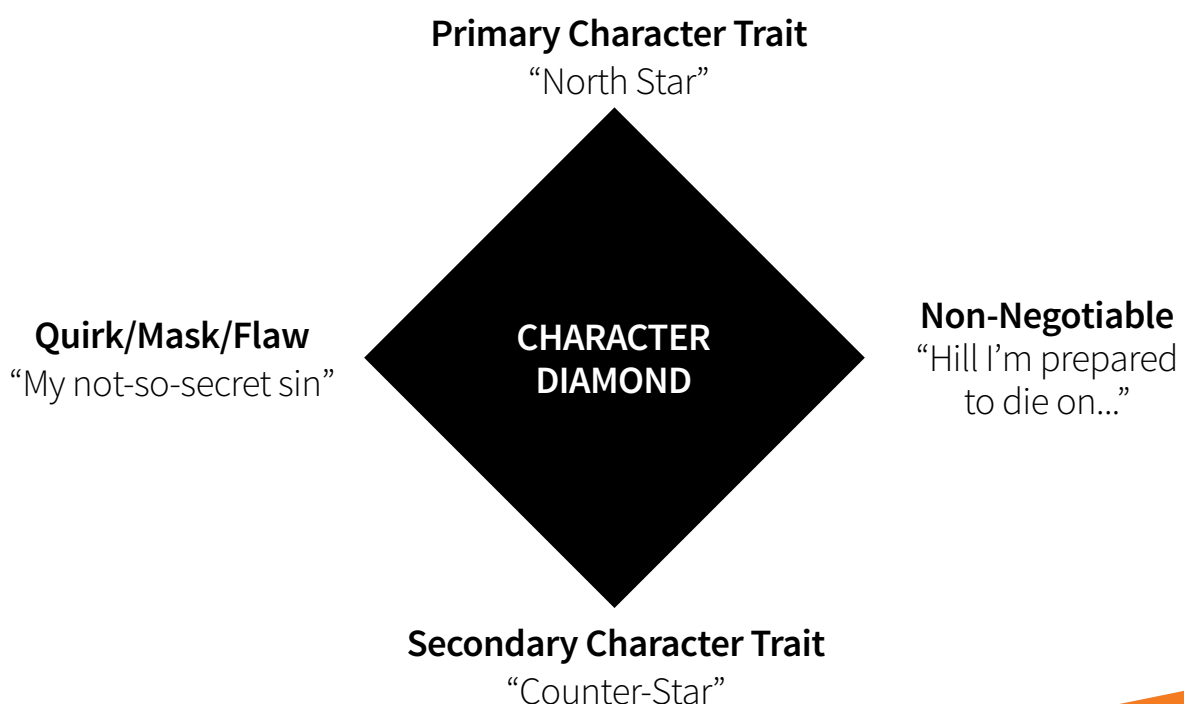
Last week we discussed a framework that helps you define your personal brand and personality strengths by mapping out the parts that make up your character. The Character Diamond is an excellent tool for marketers, salespeople and business owners to tap into who they are and what they represent, by defining the four key points:

What's your: Primary Character Trait – Secondary Character Trait – Non Negotiable – Flaw or Quirk (lay these out so they can write an answer next to each)

How did you go defining your character diamonds? Did you ask your tribe what they thought? Were they similar?

We spoke about the power of gratitude and how tapping into it daily is a powerful way to stay grounded and connected. How did you go this week with your gratitude? What ways are you connecting to gratitude?

Finally, we spoke about Rudyard Kipling's quote: "For the strength of the pack is the wolf, and the strength of the wolf is the pack." Have you identified your pack or tribe? Who is in it? What is their purpose? Is there mutual accountability?





## WE ARE ALL CONNECTED

*“It turns out that all life is interconnected with all other life.”*

**Richard P. Feynman**

In general, there are two different views of how we perceive the world.

The first view is that we exist independently meaning the world is a collection of independent beings. From this perspective, life and death of one being is unrelated to the life and death of another. The second view is that all beings exist in relation to other beings.

For example, let's use a hand with five fingers. From a narrow view, we can only see one finger at a time. Each of the five fingers exists independently. However, from a wider view, we can see that the five fingers are connected to each other, even though each finger is different from one another.

We are not only connected to other people energetically, emotionally and physically, we are connected to the environment. We're connected to the air through our breathing. The universe through sunlight.

If you hold the view that we are all connected (which I do), then **interpersonal relationship skills** are critical to your success.

**Good social and interpersonal skills** lead to a better understanding about the people you work with (and what makes them tick). You build rapport more easily, foster a sense of trust and belonging and, in turn, become a highly effective communicator and leader.

**MISSION CRITICAL INTEL: Success is less about riches or fame and more about having a deep and lasting positive impact on all those we serve.**

# THE 7 TRAITS OF COMPASSIONATE LEADERS



To be great, leaders must have the **necessary empathy to inspire, influence and impact** their team.

Empathy is key. When we are treated with empathy, our guard comes down. We're less defensive. Empathy opens doors and removes confusion. It softens the minds and hearts of others. It can also help drive productivity, creativity and openness.

Compassion and empathy **breeds respect, connection and loyalty**. Compassion earns the respect and effort that creates **high performing business champions and high-trust cultures**.

Here's **7 key leadership traits** I'd love you to start implementing into your life and business right now:

## 1. Learning

Compassionate leaders are always learning from others. They understand that no matter how great they think they are, they are surrounded by other intelligent people who are full of ideas, knowledge and skills that can help them lead more effectively. Compassionate leaders are modest. They seek feedback and insights to grow their team and achieve ultimate personal growth. Don't be stubborn. Keep your mind open. Learn from your mistakes and be patient.

**Question: What learning can you do this week to start behaving like a leader?**

*“The best leaders  
combine courage  
with compassion.”*

**Robin Sharma**

## 2. Removing barriers

Compassionate leaders immerse themselves in the daily grind with their team. They're in the trenches, helping their team face challenges, overcome obstacles and create solutions. Work hard to understand the emotional thought patterns that are holding your team back. Then, lead your army through the battlefield of defeatist thoughts and encourage them to develop new, successful thought patterns. Once that happens, you can work through other external barriers they may face when closing deals or relating to others.

**Question: How can you help your team or colleagues move through challenges or remove barriers to success?**



# THE 7 TRAITS

## CONTINUED

*“What you permit, you promote. What you allow, you encourage. What you condone, you own. The standard you walk past is the standard you accept.”*

**Shane Kempton**

### 3. Impact

Compassionate leaders live to help others. They seek to understand people, knowing that understanding is the doorway to true impact. I often say to clients that greed has no place to prosper when selfishness is not part of the program. To keep morale high, always think of how you can create an impact and boost morale. Live with an attitude of abundance, make no room for pessimism and focus on what your team needs.

**Question: What one big impact would you like to make on your team? Or your business? Or the world! Write it down now.**

### 4. Standards

Compassionate leaders are ethical and they strive for excellence. They hold themselves to high standards and they expect the same of their team. Ethics are the building blocks upon which success of any kind is based. Some team members may not be used to an environment where excellence is expected of them. To inspire them, compassionate leaders show high levels of integrity in their daily actions. This helps to gain the trust and confidence of team members who are new or unsure. These types of leaders trust team members will live up or down to their expectations so they set the bar high on quality but keep it within reach. When quality is expected, team efforts naturally increase.

**Question: Is there any area where you may have dropped your standards? In the way you conduct yourself? Your appearance? Your moral code? The way you talk to your team?**

### 5. Influence

Compassionate leaders seek influence, not authority. They don't demand, they encourage. They lead with hope. They support their team to combine their efforts, skills, talents, insights, passion, enthusiasm and commitment for the greater good. They find their purpose in bettering the lives of others. Compassionate leaders use the power of their role to help others discover their own unique power. They view the growth and development of the people they lead, and the communities they serve, as the great makers of their success.

**Question: What can you do to recognise the talents and skills of your team members this week? ie, to influence them in a positive way?**

## THE 7 TRAITS

### CONTINUED

*“When your fear touches someone’s pain it becomes pity; when your love touches someone’s pain, it becomes compassion.”*

**Sogyal Rinpoche,  
The Tibetan Book  
of Living and Dying**

#### 6. Passion

Compassionate leaders know there is nothing more powerful than a person who is driven from their heart. They understand that success comes to those who fully dedicate themselves to a cause. People want to be part of something meaningful and influential. Compassionate leaders are passionate. They inspire passion in the people around them so that everyone is firing at their best.

**Question: What are you most passionate about? And do you know what the passions of your team members or colleagues are?**

#### 7. Team

Great things in life or business are never accomplished by one person. Excellence is a group effort. For teams to succeed, they need strong leaders who support and guide them to stay focused, especially when the stakes are high. Compassionate people empower their teams. They lay the groundwork for their team to have the best chance of success and take great joy in sitting back and watching team members shine individually and collectively. These leaders have no problem taking the lead when the team is in danger. They have no problem stepping to the side so their team can enjoy the successes they’ve accomplished.

**Question: What is the best way for you to guide your team to success rather than dictate from above?**

# CREATE A COMPASSIONATE CULTURE



Our days of 'command and control' style leadership are numbered. More and more top executives and leaders are investing in their people and recognising the benefits of developing a leadership style of consideration and care, namely, **compassionate leadership**.

In fact, some of the greatest social transitions made in history have resulted when compassion and courage were applied to overcome fear and adversity. Just take Gandhi and Nelson Mandela as prime examples of compassion at play.

## So what is compassionate leadership?

Compassion is, at its most basic, caring for yourself and others in pursuit of the greater good.

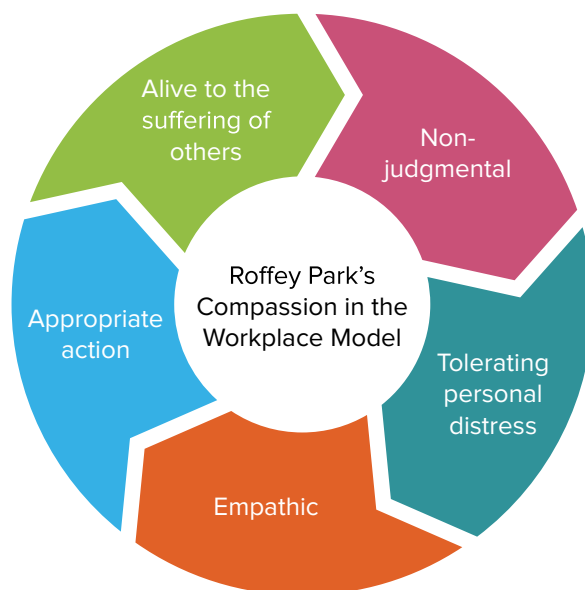
In the Tibetan Book of Living and Dying (1992), Rinpoche said the following:

"[Compassion] is not simply a sense of sympathy or caring for the person suffering, not simply a warmth of heart toward the person before you, or a sharp recognition of their needs and pain. It is also a sustained and practical determination to do whatever is possible and necessary to help alleviate their suffering".

When we apply compassion to leadership, we create a calm culture. We don't breed fear by punishing performance gaps. Mindful, positive and self-aware, the compassionate leader helps each team member unlock their purpose and tap into their highest potential.

It helps:

- ▶ **build** resilience and energy for the individual, the leader and the organisation,
- ▶ **create** a high-performance, high-trust culture where teams are engaged and aligned with organisational goals and values, and
- ▶ **cultivate** mindfulness and optimism in the work environment.



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Figure 1: Roffey Park's Compassion in the Workplace Model

**MISSION CRITICAL INTEL: Showing compassion is not weak. It is strong. It is empathy in action.**

# COMPASSION CREATES IMPACT

*“Compassion doesn’t weaken leadership, it makes it stronger.”*  
Rudolph W. Giuliani

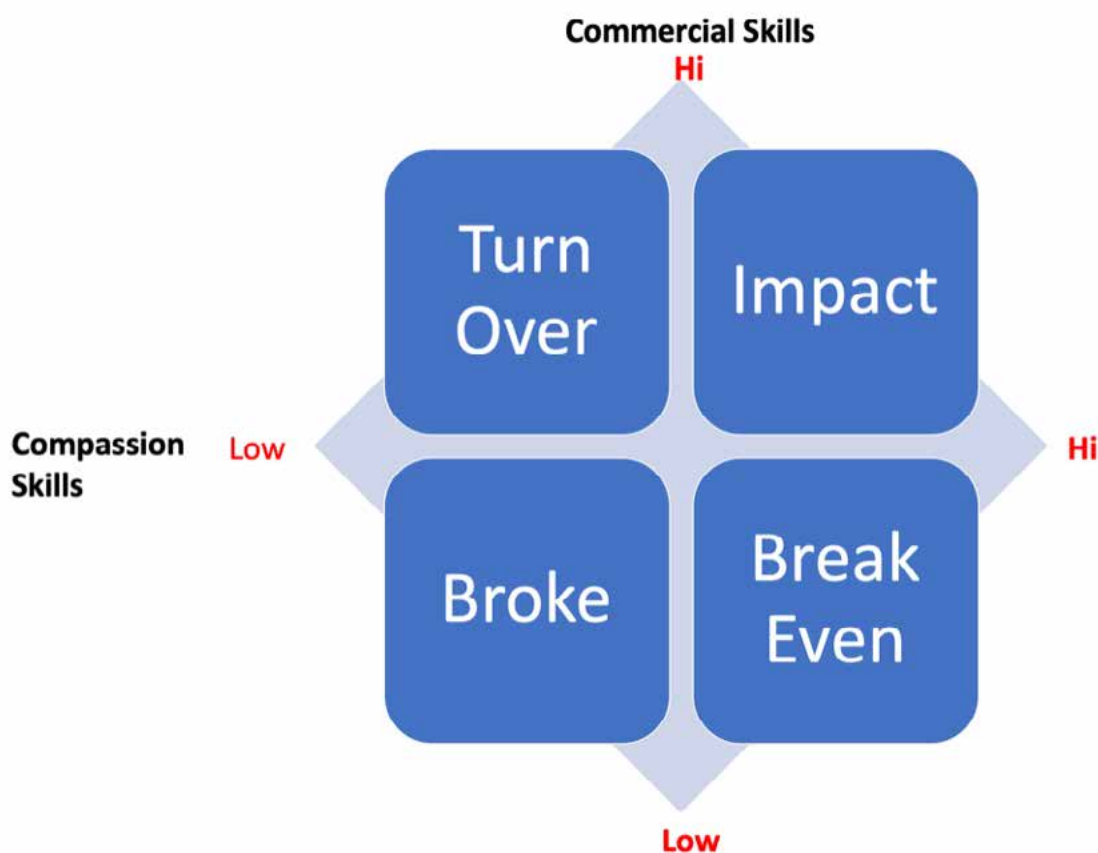
Below is a model that demonstrates how compassion skills leverage commercial skills to create impact on clients, communities and even the world.

When a business/practice/individual has low commercial and low compassion skills, they go BROKE. Without the skills to make money or create a team, they bring no value and therefore will not last in the marketplace.

When a business/practice/individual has low commercial but high compassion skills, they BREAK EVEN. They lack the skills to make money however they do create loyal teams, sometimes referred to as “adult daycare centres”.

When a business/practice/individual has high commercial but low compassion skills, they have a high TURNOVER of people, both clients and team members. Although they know how to make money, they lack the skills to create lasting relationships, creating low retention and revolving doors of staff.

When a business/practice/individual has high commercial and high compassion skills, they can have an **IMPACT on clients, communities and even the world**. With both money-making and relationship building skills, they can leverage these attributes to create lasting, positive impacts.





## YOUR HOMEWORK THIS WEEK:

Write down 5 ways you can start developing the skills of a compassionate leader this month.

1.

2.

“Developing compassion and wisdom and helping those in need is the true meaning of life.”

3.

4.

**Geshe Kelsang Gyatso**

5.

## A FINAL NOTE:

Compassion is the key to being a great leader. When you treat people with compassion, they never forget. You cultivate people who want to work for you, not because of what you do but because of who you are.

So go walk the talk this week and show compassion – good luck!

**Here's to unleashing your full potential,**

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