

THE CASE FOR COMPASSION AT WORK

Benefits of compassion in the workplace directly address key organisational risk areas

There is a clear and evidence-based case for advancing compassion in the workplace, particularly as we return to work, post COVID-19.

A groundswell of organisations are now coming to the understanding that building compassion in the workplace is imperative to build a supportive work culture which proves to be resilient to unprecedented challenges.

Valuing and addressing the individual needs of staff members as they experience and recover from a challenging life event increases staff retention as well as encourages a cohesive staff culture.

Providing a clear blueprint of practical ways to support one another during difficult and challenging times builds capacity for the workplace and shows investment in and commitment to staff wellbeing.

When considering future organisational needs around leadership, culture, innovation and engagement, The GroundSwell Project's focus on compassion as a strategic priority is delivering many benefits as set out in the following table:



Risk Area:

Health and Safety

Economic

Operational and Delivery of services

Reputational

Legal

Benefits:

- Increased workforce well-being by giving opportunities for meaningful engagement
 - Improved back to work outcomes for staff after major setback, loss
 - Reduction of unnecessary suffering to staff after major setback, loss
 - Increased understanding of what to say and actions to take for staff after major setback, loss
 - More tailored and relevant responses to workplace suffering which ensures any actions are welcomed by the staff after major setback, loss
- Greater workforce productivity - people feeling connected to the organisation and its purpose
 - Improved organisational effectiveness and performance - team working together and cross-functionally
 - More available resources - reduced sick leave, addresses "presenteeism"
- More engaged and connected workforces
 - Better attraction and retention of personnel, including volunteers
 - Better leveraging on capabilities
 - Better management of complex and uncertain situations
 - Improved decision making
 - Increased innovation
 - Increase trust, especially required for virtual workforce management
 - Stronger, more inclusive interactions between leaders and their teams
 - Improved participation of all staff in decision making
 - Greater capacity for collective actions and assistance across teams, reducing work silos
- Improved perception of the organisation by staff and key stakeholders including public, contributing to brand halo effect
 - Increased credibility and trust with staff, key stakeholders and public
 - Attraction of more diverse and highly skilled personnel - bring culture and values to life
 - Potential for employer of choice recognition and award
- Reduced legal action and costs
 - Less diversion of resources to manage legal processes
 - Creates fair and equitable frameworks for delivering compassion at work, regardless of their status or position within the company