

A Compassion Focused Approach to Organisations

With Dr Chris Irons

Compassion Focused Therapy PGDip, University of Birmingham

In the past decade, there has been an increasing interest in how organisations may benefit from creating more compassionate working cultures. This workshop will explore how the model underpinning Compassion Focused Therapy (CFT) can be applied to working in, and bringing change to, organisations.

The workshop will explore:

- What compassion is, and how it may relate to organisational culture
- The research literature showing the benefits of cultivating compassion within organisations
- How using the three system model can be a helpful way of understanding and formulating organisations, and the impact on individuals working in them
- What may block and facilitate compassion within organisations
- How cultivating compassion – for others, for self and being open to compassion from others – can bring significant benefits to employees health, wellbeing and productivity at work
- Different ways to cultivate compassion within organisations, including for leaders, teams and at the individual level.

This workshop will involve:

- Didactic teaching
- Group discussion
- Experiential practice

Who is this workshop suitable for ?

This workshop is for clinicians and managers interested in developing compassionate organisations. It would be helpful if attendees have a working knowledge of the basic CFT model/approach.

Suggested pre-course reading:

- Gilbert, P. (2009). *The Compassionate Mind. A New Approach to the Challenges of Life*. London: Constable & Robinson.
- Gilbert, P. (2010). *Compassion Focused Therapy. Distinctive Features*. London: Routledge.
- Gilbert, P. (ed.). (2010). *Compassion Focused Therapy: Special Issue. International Journal of Cognitive Therapy*. 3, 97-201

Dr Chris Irons

Dr Chris Irons is a clinical psychologist, academic, author and trainer of CFT. He is one of the founding board members of the Compassionate Mind Foundation, a charitable organisation aiming to: "Promote wellbeing through the scientific understanding and application of compassion". Chris has been involved in supporting Professor Gilbert and other colleagues in the development of CFT, and is currently writing two CFT books. He regularly presents to national and international academic, professional and lay audiences on Compassion Focused Therapy and more broadly, the science and practice of compassion. He is interested in how compassion may improve individual well being, relationship satisfaction, and facilitate positive group and organisational change.