

CULTIVATING COMPASSION

Let's Make The
Comeback Better
Than The Setback



April 22, 23, 24, 2022

**School Councils
Conference**

Annual General Meeting
Alberta School Councils' Association



David Irvine
DAVID ♦ IRVINE
the leader's navigator

A CARING JOURNEY

1. Reflections on Compassion - The Foundation of a Good Life
2. Building A Cohesive Partnership - Five Strategies For Making Compassion Real







Joyce Irvine
1921 - 1999



The job of parent is not to make
your child happy but to make
your child **STRONG**



Art Smith
THE LEADER'S NAVIGATOR

Snowplow Parents

Prepares the road
for the child

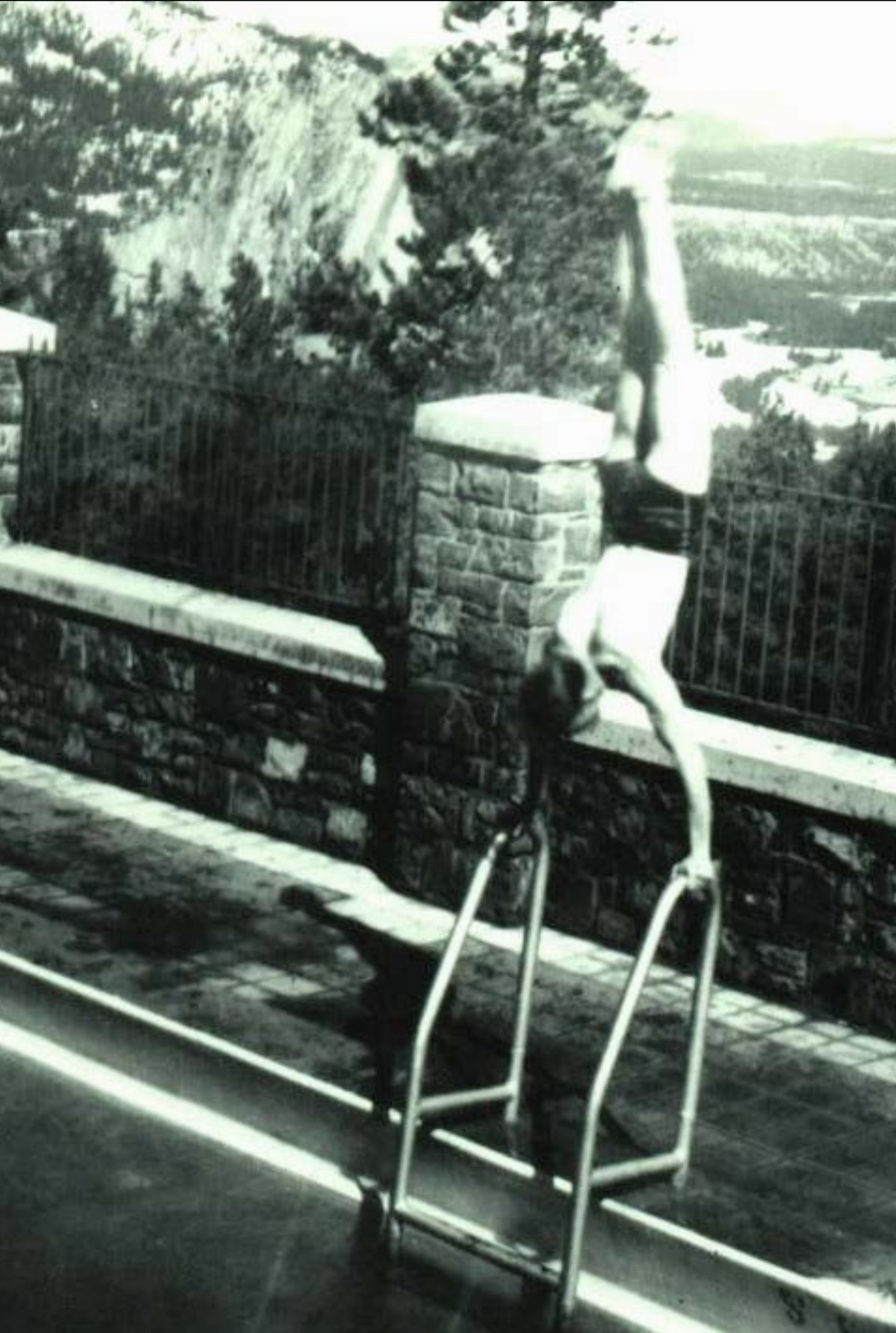


Caring Parent

Prepares the child
for the road

Prepares the child
to make new roads





Harlie Irvine
1918- 1986

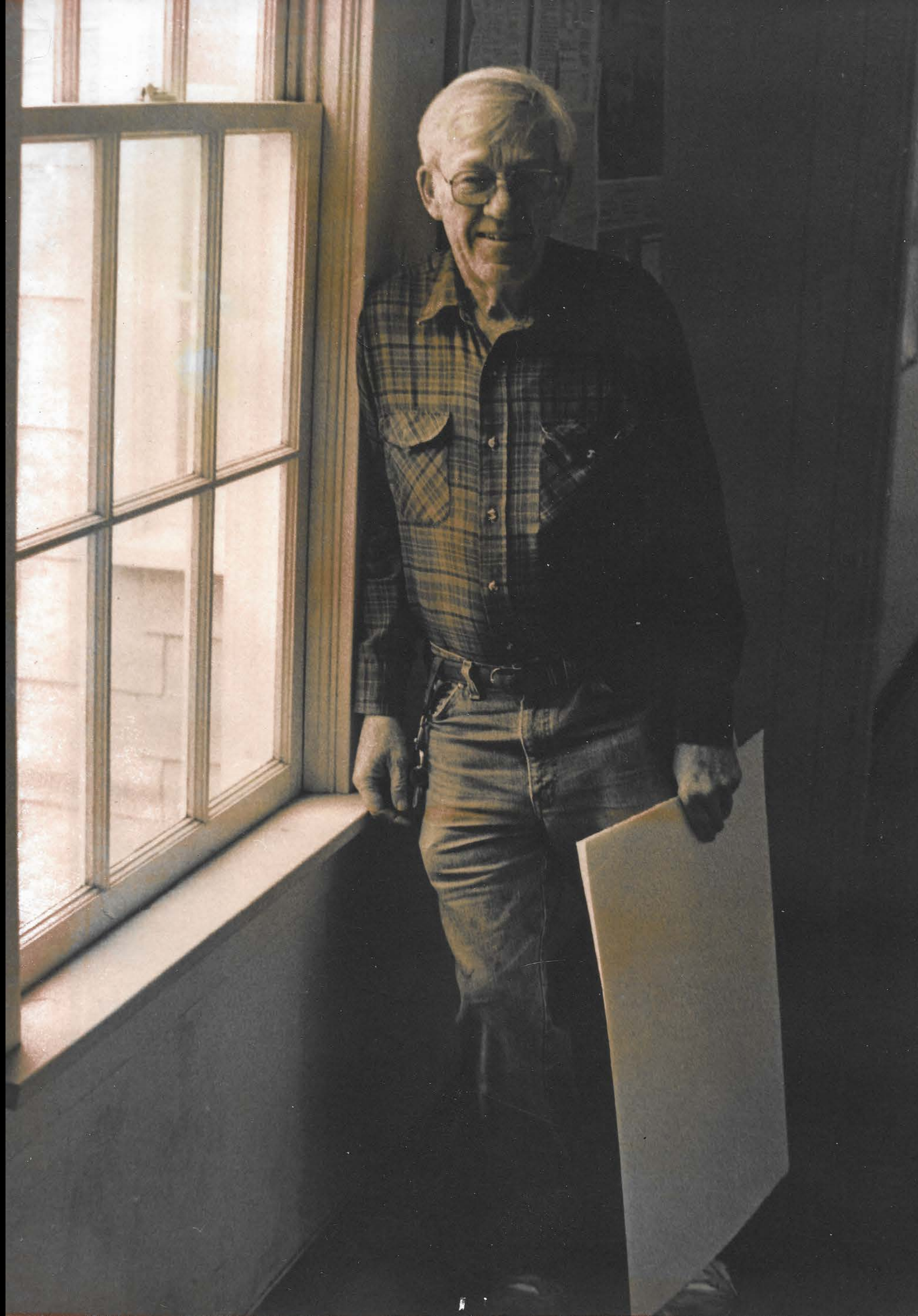
Don't pray for the
world to get easier.
Pray, instead, for you
to get stronger



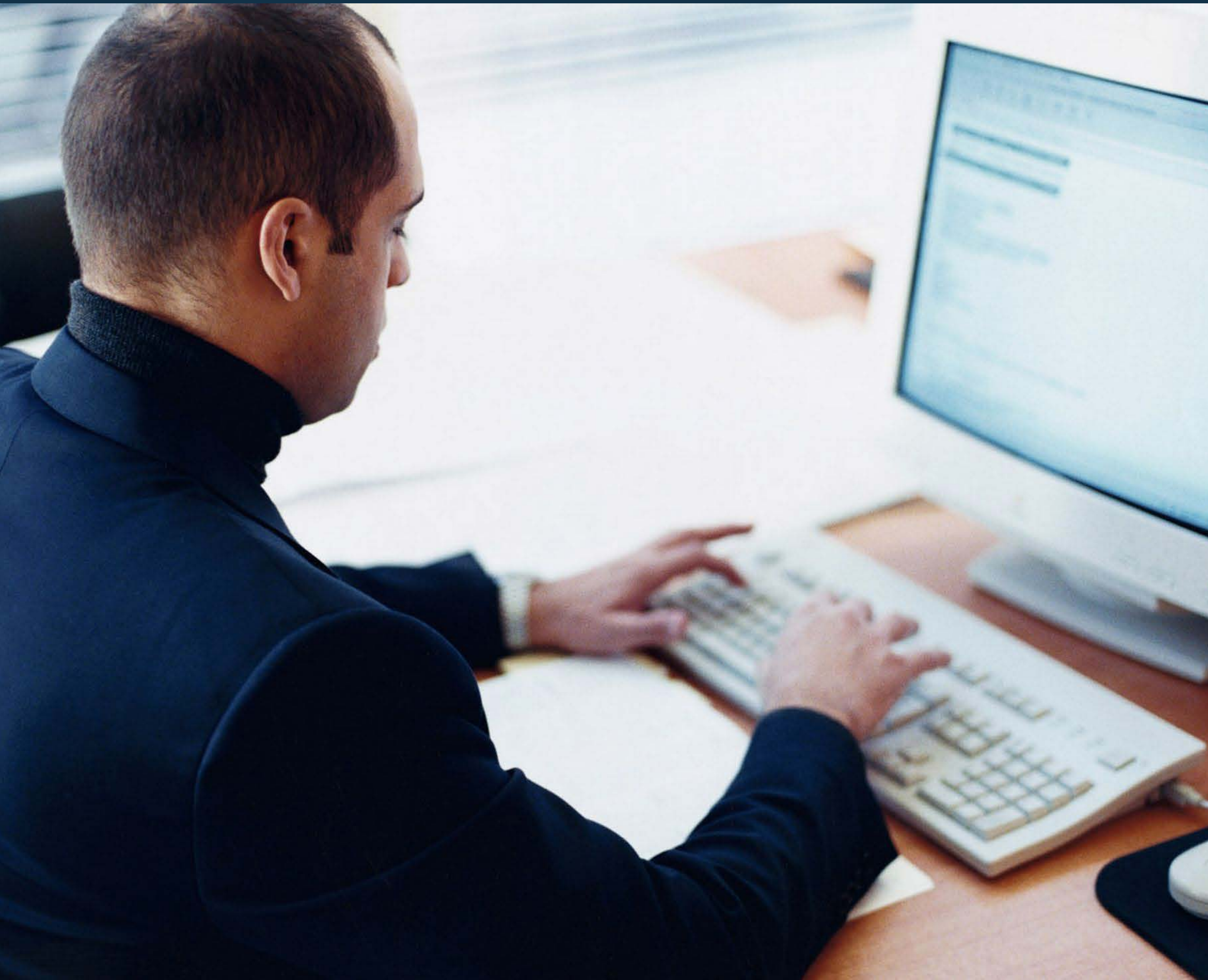
Ability matters

Inner qualities matter
more

...the undervalued virtue of
human goodness

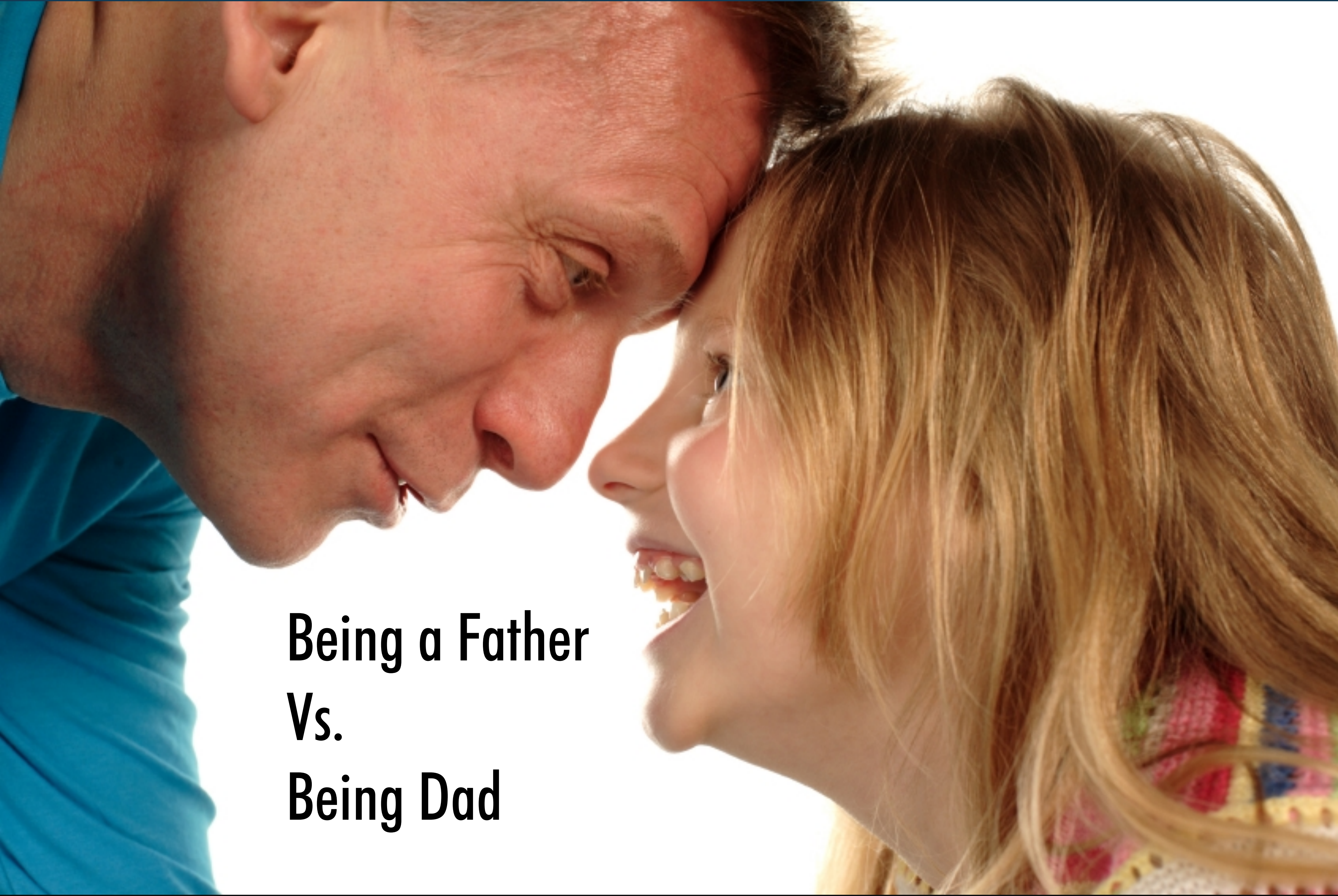


TRANSACTIONAL (Boss)



TRANSFORMATIONAL (Leader)





**Being a Father
Vs.
Being Dad**

TRANSACTIONAL (Boss)

Position

Job

Plan

Tasks

Manages and Measures

Enforces

Performance

Curriculum

Supervision

Policies & Procedures

"In front of computer"

"Knowing"

CONTROLLING

TRANSFORMATIONAL (Leader)

Presence

Life

Vision

Trust

Mentors

Inspires

People

Connection

Service

Values and Principles

"In front of people"

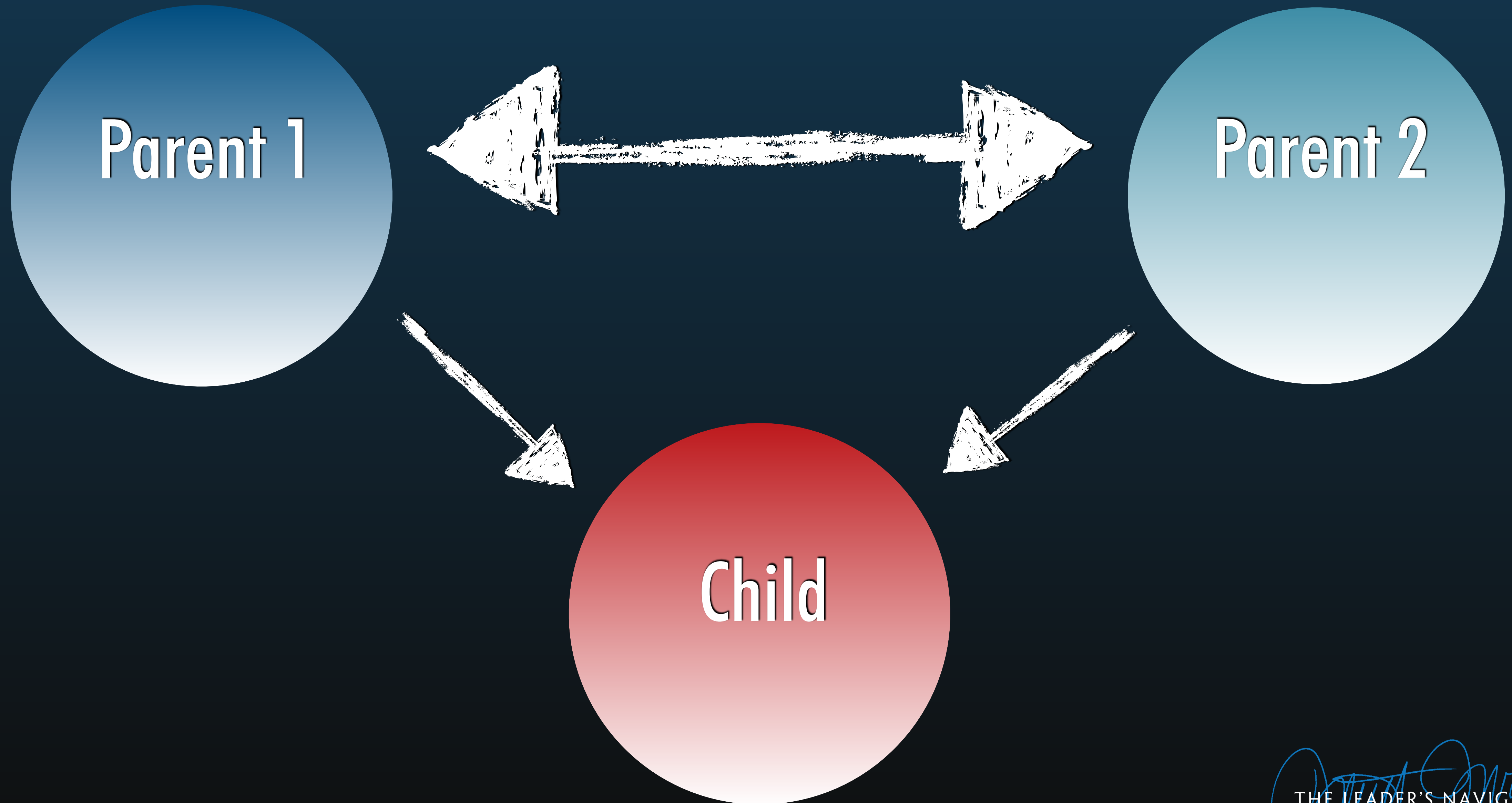
"Learning"

UNLEASHING

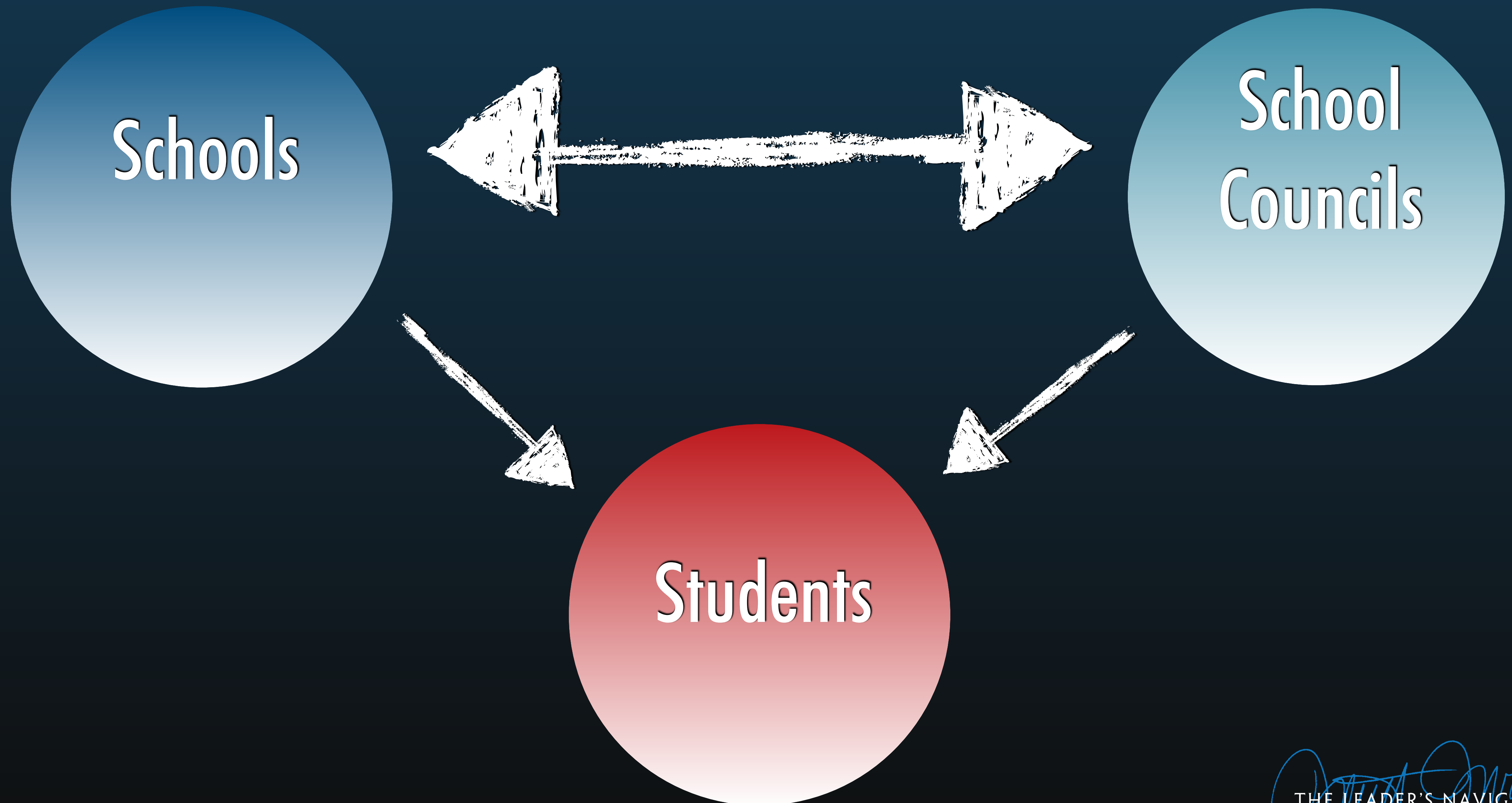
PILLARS OF A PARTNERSHIP - MAKING COMPASSION REAL

1. Keep the End In Mind
2. Make Room For Healing
3. Replace Furious With Curious
4. Connect Before You Expect
5. Grant Grace

BUILDING A COHESIVE PARTNERSHIP



BUILDING A COHESIVE PARTNERSHIP



...if it's not good for
the hive, it's not good
for the bee...



What do we want for our students?





Loveable



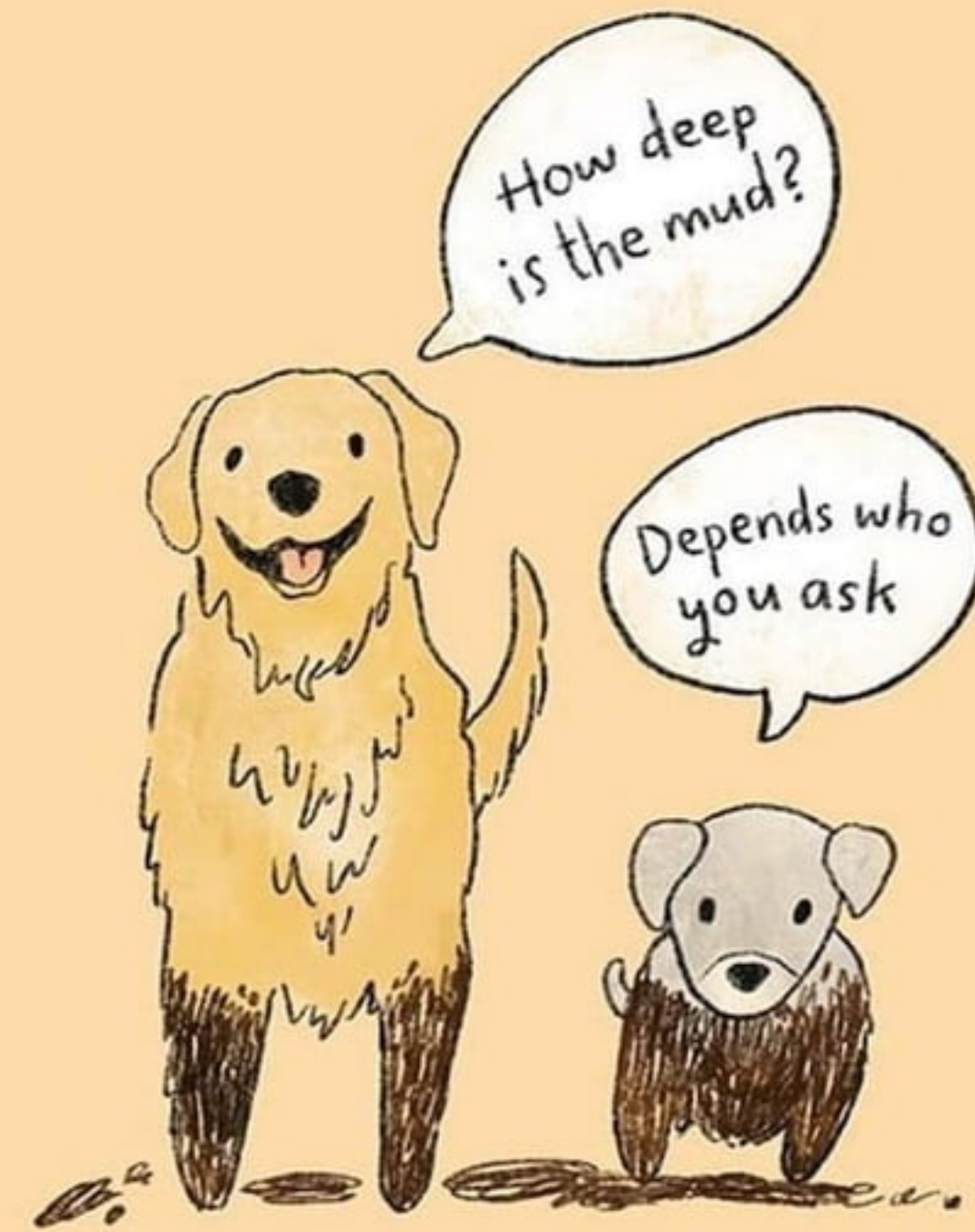
Loveable



Capable

PILLARS OF A PARTNERSHIP

1. Keep the End in Mind
2. Make Room For Healing
3. Get Curious Instead Of Furious
4. Connect Before You Expect
5. Grant Grace



WE ALL GO THROUGH
THINGS DIFFERENTLY

ANGER
Irritability
Defensiveness
Rage
Divisiveness
Depression

Fear
Loss
Loneliness
Self-Doubt

LOSSES

What have
you lost -
and how
have you
dealt with
the loss?

Smiles and hugs

Income

Spontaneity

Loved ones

Rituals

Freedom

Health

HEALING CIRCLE

Story

Emotions

Loss

Future

F-STATE

C-STATE

SYMPATHETIC

Fight

Flight

Freeze

Freaking Out

Calm

Clear

Collected

Caring

PARASYMPATHETIC

F-STATE

C-STATE

SYMPATHETIC

Fight

Flight

Freeze

Freaking Out



What is your process
for going from F-
State to C-State?

Calm

Clear

Collected

Caring

PARASYMPATHETIC

F-STATE to C-STATE: The RAIN Process

Recognize (Step Back)

Accept (Appreciate)

Investigate (Talk & Learn)

Non-Attachment (Let Go)

3. Replace Furious With Curious From Stress To Compassion



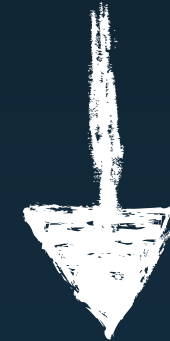


(Armour Up, Judge, Criticize, Blame)

DEFENSIVENESS



HURT



CURIOSITY

(Gratitude and Understanding)

CURIOSITY and COMPASSION ^{TURN} → CONFLICT into CONNECTION

PILLARS OF A PARTNERSHIP

1. Keep the End in Mind
2. Make Room For Healing
3. Replace Furious With Curious
4. Connect Before You Expect
5. Grant Grace

THE RELATIONSHIP ACCOUNT

DEPOSITS

WITHDRAWALS

THE RELATIONSHIP ACCOUNT

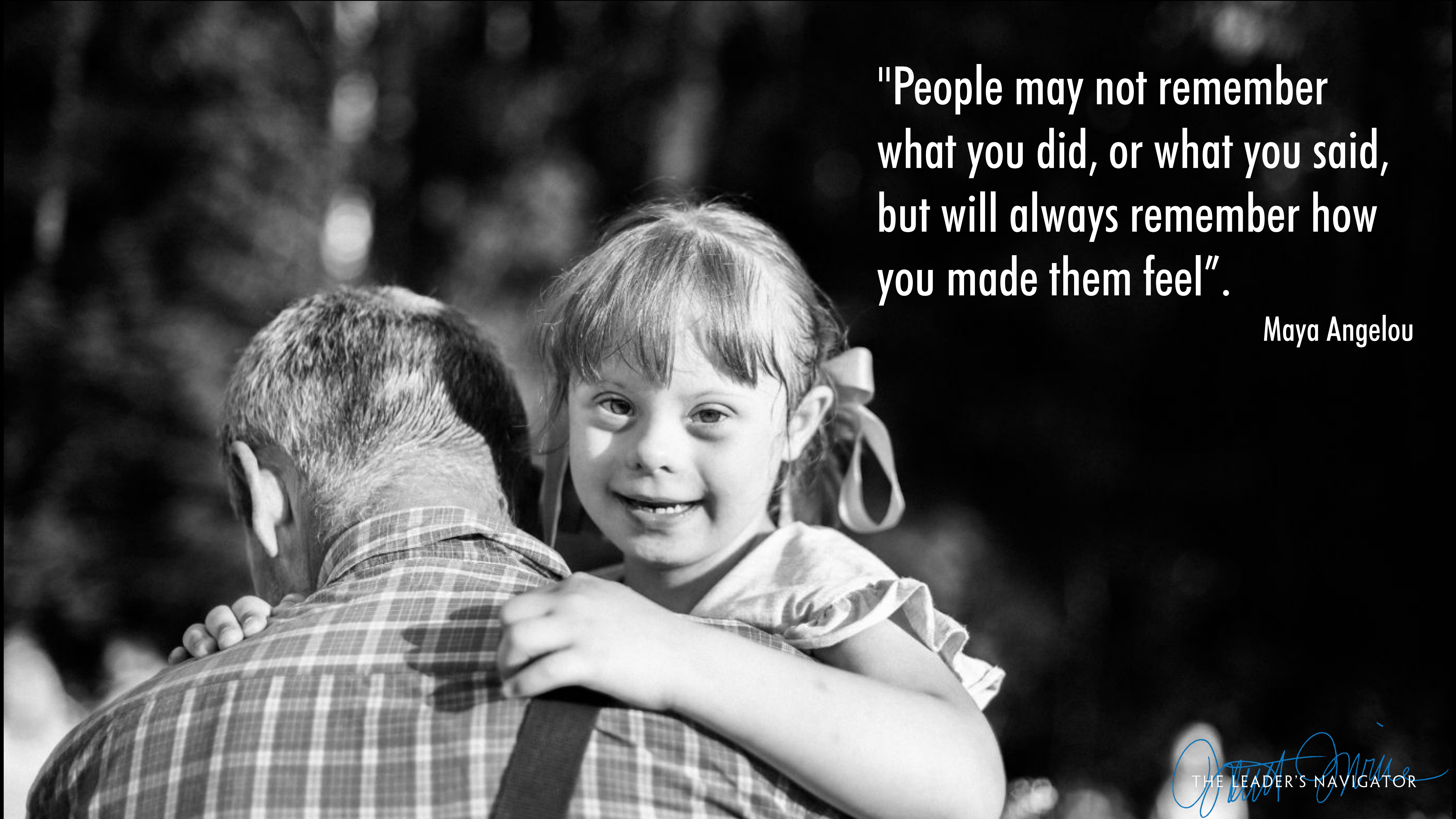
Appreciation
Encouragement
Empathy

WITHDRAWALS

THE LANGUAGES OF APPRECIATION

1. Affirmative Words
2. Quality Time
3. Acts of Service
4. Tangible Gifts
5. Physical Touch

Source: Gary Chapman and Paul White, The 5 Languages of Appreciation in the Workplace



"People may not remember
what you did, or what you said,
but will always remember how
you made them feel".

Maya Angelou



GRANT GRACE - With Gentleness, Generosity, and Gratitude

Grant Grace
THE LEADER'S NAVIGATOR

I have wept in the
night
At my shortness of
sight
That to someone's
need was I blind,
But I never have yet
Had a twinge of
regret
For being a little too
kind.
- C.R. Gibson



CARING IS EVERYTHING

Getting to the Heart of Humanity, Leadership, and Life



DAVID IRVINE



David Irvine
THE LEADER'S NAVIGATOR



What he does receive are emotions.

A 3-DAY AUTHENTIC LEADERSHIP ACADEMY

April 26-28, 200
Fall, 2022

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