

Convivium on 'Creating Compassionate Universities and Organisations'

The University of Edinburgh Global Compassion Initiative, Stanford CCARE, University of Helsinki,
Scottish Government

7 October 2019, University of Edinburgh

A Convivium is a convivial conversation,¹ intended to open up spacious, non-competitive ways of thinking and conversing. All participants are equal, and facilitation of sessions may rotate. The role of participants is to listen attentively and actively to one another, realising that 'the quality of your listening is the quality of my thinking' (Nancy Kline), and to contribute and move the conversation forward. The role of 'presenters' among the participants is not to deliver a paper, but to start a conversation with a succinct presentation of experiences, reflections and questions.

An International Convivium to explore Compassion in universities and other organisations.

International leaders in compassion research and implementation are coming together to convene this timely conversation. Compassionate Cities are emerging around the world. The Scottish Government identifies both Compassion and Kindness as core values within its National Performance Framework. The NHS and multiple businesses name compassion as a value. Universities are increasingly looking at compassion and kindness as values by which to operate.

The Universities of Edinburgh and Stanford have therefore come together to explore what this can mean in principle and in practice: to ask how compassion looks and feels in organisational settings, how it is embedded, why it can feel difficult, and how we can progress pathways to resource universities and other organisations to create a compassionate future.

We are convening in order to develop our learning about what compassion looks like in practice in an organisation. To help us to focus, we will bring insights from a wide range of contexts, and put them to work on Edinburgh University as a 'case study'. We anticipate that participants will leave with a deeper understanding of how to apply compassion in one large and complex organisation, and with fresh insights that will be applicable in their own settings.

As a further output of the day the organisers intend to produce a document that focuses on the tangible outputs and actions to achieve change in our specific organisations, addressing specific local circumstances. More than a tool kit, this will be 'an agenda and pathways for change' resource.

This International Convivium on Compassion builds on the 2017 Edinburgh-Stanford Summit, 'Compassion in the Age of Disruption', <https://www.ed.ac.uk/alumni/services/news/events/archive-2017/compassion-dec17>, and on the Scottish Compassion Convivium, held in June 2019, organised by the UoE Global Compassion Initiative in conjunction with the Scottish Government and Carnegie Trust.

¹ The philosopher Michael McGhee developed this way of doing philosophy while in India. He and Harriet Harris have co-facilitated convivia on 'Dying and Affliction' in Edinburgh. Harriet has participated in a week-long Convivium with Michael on new methods in professional education. Similar approaches include 'The Circle Way', and Uncertain Human Futures Councils, which Harriet has also co-convened. U.lab generative dialogues, and the Dialogues work of William Isaacs, both coming out of MIT, also have affinities with the convivium model.

The day will comprise both exploratory and momentum conversations. The exploratory conversations raise such key questions as:

1. Where does compassion fit within the purpose and ethos of the organisation?
 the Scottish Government? <http://nationalperformance.gov.scot/>



- 2 What barriers exist to embedding compassion in organisations?
- 3 How is the need for compassion best demonstrated and articulated?
- 4 What is involved in fostering a culture of compassion?
- 5 What are some concrete examples of compassion within organisations?
- 6 How is compassion embedded and embodied?
- 7 Can it be 'required'?
 - Universities?, <https://charterforcompassion.org/charter-for-compassion-education-institute>
 - Businesses?, <https://www.garrisoninstitute.org/blog/is-there-a-place-for-compassion-in-business/>
 - the NHS?, <https://www.leadershipacademy.nhs.uk/do-od-blog/compassion-core-nhs-value-not-bullying/>
- 8 Does compassion challenge transparency, fairness and other principles?
- 9 How are the effects of compassion best 'measured' or noticed?
- 10 Are there risks in naming Compassion as an organisational value? If so, how do we meet them?

The momentum conversations will draw us into actions within our own settings, and into the creation of pathways for cultivating and embedding compassion in our organisations.

1. What is needed at grass-roots level? Are we looking to develop a movement of movements?
2. What is needed from leadership?, <https://execed.economist.com/blog/industry-trends/business-benefits-being-compassionate-leader>
3. What are the implications for policy?
4. What shall we go back and do, in relation to our own organisational settings?

PROGRAMME

8.45am Arrival and Coffee

9am Welcome, Introductions to one another, and Orientation

9.30am Welcome from the Principal and Vice-Chancellor of the University of Edinburgh, Prof. Peter Mathieson, 'Vision for a Values-led University'.

Session 1 9.50-10.50

- What Compassion looks like: A Vision for the Future. [Opening thought, Prof Liz Grant, Edinburgh. Chair, Revd Dr Harriet Harris. Presenter: Prof Jim Doty, Stanford].

Coffee break

Session 2 11.15-12.15

- Feeling the Impact of Compassion. We know we are a Compassionate University when.... [Reflection, Revd Dr Sam Wells, HeartEdge, by video. Chair, Dr John Gillies. Presenters: Prof Anne Birgitta Pessi, Helsinki; Dr Monica Worline, Stanford].

Lunch

Afternoon poem

Session 3 1.00-2.00

- Why is Compassion so difficult in institutions and professions? What do we need as or from Managers and Leaders? [Host: Jo Kennedy, Consultant, Animate. Presenters: Dr Dave Caesar, Scottish Government; Prof Colm Harmon, Edinburgh]

Short break

Session 4 2.15-3.15

- Pathways for growing Compassion.
How is compassion informing our strategic planning? How is it informing how we teach; how we run meetings; how we recruit...? [Reflective Practice, Wendy Ball, Edinburgh. Chair, Kirsty MacGregor. Drawing the wisdom from the room.]

Onwards 3.15-4pm

- Tea and capturing thoughts.
 - Nominated invitee/s to reflect back on the day (Prof Paul Gilbert). Actions or insights to take back into our own settings. Our emerging thinking on pathways.

Closing poem

End 4pm

For participants, see next page

1	Anderson, Simon	Simon Anderson is a consultant who helps organisations design, commission, fund, conduct and use social research more effectively, drawing on 25 years' experience as a research practitioner, commissioner, strategist and senior manager across a range of settings, including academia, central government, the private and voluntary sectors.
2	Asch, Lily	Lily Asch is mental health advocate, storyteller, social entrepreneur, and founder of RealTalk.
3	Baines, Geoffrey	Rev Geoffrey Baines is an Associate Chaplain with the University of Edinburgh, and also a doodler - making things visual, and promoting slowness and mindfulness. He is capturing the Convivium in art, and has published the doodle book, <i>Slow Journeys in the Same Direction</i> .
4	Balaam, Marti	Dr Marti Balaam an experienced healthcare educationalist, social scientist and researcher working as the Deputy theme lead for Personal and professional development at Edinburgh University Medical School and a Lecturer in Nursing Studies.
5	Ball, Wendy	Wendy Ball is a Senior Fellow who provides strategic input to networks and social impact organisations, particularly to enhance the effectiveness of movements and partnerships set up to advance positive change.
6	Brennan, Paul	Dr Paul Brennan is Senior Clinical Lecturer and Honorary Consultant Neurosurgeon at the University of Edinburgh and NHS Lothian, and Co-Director of the Global Compassion Initiative.
7	Britton, Jenny	Jenny Britton is the Head of Executive Development for the University of Edinburgh Business School. She heads up the Executive Development team which provides support across a range of post-experience programmes including the MBA, EMBA and Executive Education open and custom programmes.
8	Caesar, Dave	Dave Caesar works within Scottish Government Health Workforce, Leadership and Service Transformation Directorate as Head of Leadership and Talent Management, and is Chair of Project Lift.
9	Doty, James R	James R. Doty, MD, is a clinical professor in the Department of Neurosurgery at Stanford University School of Medicine. He is also the founder and director of the Center for Compassion and Altruism Research and Education at Stanford University of which His Holiness the Dalai Lama is the founding benefactor.
10	Earl, Steve	Dr Steve Earl works with the University's Edinburgh Futures Institute
11	Foster, Alasdair	Alasdair Foster is the Professor of Culture in Community Wellbeing at The University of Queensland
12	Gilbert, Paul	Professor Paul Gilbert is the Founder and President of The Compassionate Mind Foundation. He is Professor of Clinical Psychology at the University of Derby and Consultant Clinical Psychologist at the Derbyshire Health Care Foundation Trust.
13	Gillies, John	John Gillies is an Honorary Professor, Senior Adviser Global Health Academy and Co-Director of Global Compassion Initiative.
14	Grant, Liz	Professor Liz Grant is the Director of the Global Health Academy and Assistant Principal for Global Health, and Co-Director of the Global Compassion Initiative.

15	Hamilton, Douglas	Douglas Hamilton is currently training to be a minister with the Church of Scotland and studying Divinity at Edinburgh University. Douglas' previous career was mainly in the voluntary sector with organisations such as Save the Children and the RS Macdonald Charitable Trust. He has also served in various advisory roles for government, most recently as Chair of the Poverty and Inequality Commission in Scotland.
16	Harmon, Colm	Professor Colm Harmon is the first Vice-Principal Students at the University of Edinburgh.
17	Harris, Harriet	Revd Dr Harriet Harris is the University Chaplain and Head of the Chaplaincy Service. Co-Director of the Edinburgh University Global Compassion Initiative, Associate Fellow, Clinical Educator Programme, and Honorary Fellow of the Divinity School.
18	Holloway, Aisha	Aisha Holloway is Professor of Nursing Studies and Head of Nursing Studies. She also holds a CNO Clinical Academic Research Fellow and is undertaking a programme of research funded by the MRC-PHIND exploring the feasibility and development of alcohol interventions in male remand prisoners in the UK.
19	Kennedy, Jo	Jo Kennedy is a consultant with Animate, trained in groupwork and consultancy at the Institute of Group Analysis and the Tavistock Institute. She has worked for 25 years in Scotland and internationally in the community care and community development sectors.
20	Kirby, James	Dr James Kirby is a Lecturer and Clinical Psychologist at The University of Queensland.
21	MacGregor, Kirsty	Kirsty MacGregor is Co-Director of the Global Compassion Initiative and serves on the Business Committee of the General Council of the University of Edinburgh. She designs and delivers strategic coaching, training, events and think tanks for leaders and tech entrepreneurs in Silicon Valley, the UK and internationally.
22	Mathieson, Peter	Professor Peter Mathieson is the Principal and Vice-Chancellor of the University of Edinburgh..
23	Pessi, Anne Birgitta	Anne Birgitta Pessi is a Professor of Church and Social Studies, at University of Helsinki, and she holds a title of a docent also in Welfare Sociology. Pessi currently directs projects exploring compassion at workplaces and in educational institutions.
24	Pritchard, Lynne	Lynne Pritchard is the Portfolio People Strategy Implementation Manager at The Scottish Government.
25	Robertson, Blythe	Blythe Roberston is the General Manager, Policy & Partnerships at NHS Education for Scotland.
26	Robinson, Sheila	Sheila Robinson is a business mentor with a background in international commercial contracts. She delivers leadership analysis for the National Skills Academy for Manufacturing, and won an ETIC Tourism Challenge Awards in 2017, supporting visitors from China to Scotland
27	Smith, Laura	Laura Smith is the new Welfare and Liberation Coordinator at Edinburgh University Students' Association. Laura is a recent graduate from the University of Aberdeen where she was involved in numerous welfare and liberation campaigns as well working as Aberdeen University Students' Association's first Liberation Assistant. As a part of her role in Edinburgh, she supports the:

		Black and Minority Ethnic Campaign; Disabled Students' Campaign; LGBT+ Campaign; Trans and Non-Binary Campaign and the Women's' Campaign. Laura also coordinates welfare focused projects and assists the VP for Welfare, currently Oona Miller.
28	Smith, Pam	Pam Smith is a Professorial Fellow and former Head of Nursing in the School of Health in Social Science at the University of Edinburgh. She is committed to global nursing and healthcare.
29	Taylor, Rosie	Rosie Taylor is a 3 rd year Biology undergraduate, LGBT+ Student Association Rep, and founder of WellComm, a wellbeing and community peer groups in the College of Science and Engineering.
30	Thurman, Ben	Ben Thurman works for the Carnegie UK Trust, where he leads on policy and practice exploring the role of kindness in communities, organisations and public policy.
31	Trout, Jonathan	Jonathan Trout is Head of Web Strategy at the University of Edinburgh.
32	Wheater, Kitty	Dr Kitty Wheater is the Mindfulness Chaplain at the University of Edinburgh Chaplaincy. She is a Mindfulness-based Cognitive Therapy teacher, teacher-trainer, and supervisor.
33	Worline, Monica	Dr. Monica Worline, is an organizational psychologist who has been conducting research and examining practice related to compassion and work for over 20 years. She is co-author of <i>Awakening Compassion at Work</i> , a first of its kind research-based guide to organizing for compassion in social systems. Monica is the associate director of Stanford University's Center for Compassion and Altruism Research and Education as well as faculty at University of Michigan's Center for Positive Organizations.
34	Wright, Alice	Alice Wright is a 4 th year English undergraduate, journalist with The Student newspaper, and a blogger on student issues such as loneliness.