

DEVELOPING AND IMPLEMENTING A COMPASSIONATE LEADERSHIP FELLOWSHIP PROGRAM IN INDIA FOR LOW AND MIDDLE INCOME COUNTRIES

Inspire, empower and equip future leaders to transform palliative care

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BACKGROUND

Compassionate, interdisciplinary leadership is key to creating empathetic care environments and strengthening health systems but should be relevant to local cultures and resources.

OPERATIONAL OBJECTIVES

- Identify and support emerging leaders to grow as transformational change-makers
- Explore how compassionate leadership enhances care quality and team performance
- Build personal and organisational development skills for effective leadership
- Nurture compassionate leadership through blended learning, both in person and virtual sessions and one-to-one mentorship
- Establish a community of practice to sustain learning and develop future leaders, trainers and mentors

RESULTS

- A total of 16 leaders from India and 3 from Nepal, Kenya, and Rwanda were selected, supported by 14 mentors (11 Indian and 3 international).
- All participants completed three modules, undertook self-assessments, implemented Leadership Development Plans and submitted project and mentorship reports.
- Interim analysis shows significant personal and organisational transformation, highlighting the value of peer learning.
- The collaborative model, driven by volunteer mentors, shared partner contributions and global virtual expertise, demonstrates potential for long-term sustainability.
- A full impact review, including costing and narrative analysis of leadership journeys, planned for six months post-program.

AIM

To develop and deliver a 1-year culturally appropriate, cost-effective Compassionate Leadership Fellowship Program.

METHODS

Collaborative Partnerships

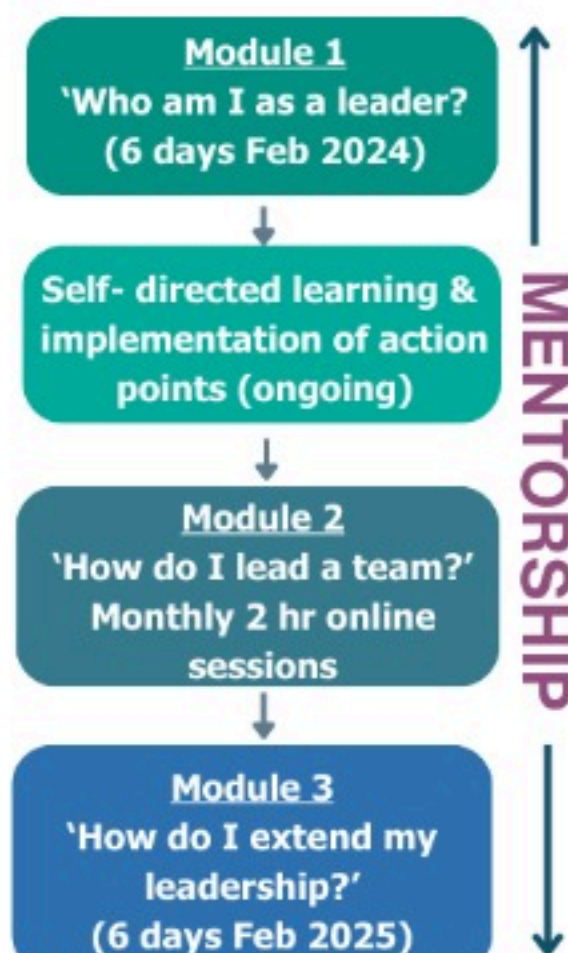
National and international partners, mentors and experts

Partners:

- Cairdeas International Palliative Care Trust (Cairdeas IPCT)
- Believers Church Medical College and Hospital (BCMCH)
- Indian Association of Palliative Care (IAPC)
- Global Health Academy, University of Edinburgh
- RMD Trust, Chennai, India

Learning Design:

- A mentor-supported competency curriculum was delivered through online and onsite modules.
- The program followed an experiential, blended learning approach using tailored tools, assignments and activities, with a strong focus on self-care.



CLF helped me recognise unhelpful patterns like perfectionism and taught me to embrace vulnerability, humility, and authenticity.

The teaching style was extraordinary, loaded with lots of surprises and beautiful people. Experienced, compassionate, skilled teachers who modelled the way, inspired a vision, challenged our process, enabled us to act and encouraged our hearts. CLF will remain a watermark on our life journey ahead.

The mentorship I received has built my confidence and provided me with a clear, more strategic approach to navigating challenges.

The stories shared, the bonds formed and the lessons learnt have left a lasting impact on my heart and mind.

CONCLUSION

The program is feasible and well-received, with strong potential for sustainability and adoption in LMICs. Key themes include interdisciplinary collaboration, peer learning, mentorship and skill development. A cascade model is emerging, with past Fellows becoming national faculty and mentors - an approach to be guided by upcoming impact analysis. Our thanks to each Fellow, mentor and expert who made CLF come to life.

