

Compassion Focused Staff Support Training 29th – 30th June

Online Plus recording

Introduction

It is understood that staff stress and illness can compromise the effectiveness of teams and within organisations. Teams that are operating in conditions of threat can lead of staff having lower levels of compassion to self and others (Henshall et al 2015). Whereas there is growing evidence to show that explicit development and practice of compassion can provide a useful way of helping staff to manage their own distress, be less reactive to social threats and reduce experience of self-criticism , anxiety and depression (Lucre & Taylor, 2020; Lucre et al. 2022; Lucre et al. 2026; Allen & Leary, 2010; Arch et al, 201; Breines et al, 2015; Gilbert, 2005; Neff et al, 2007).

Traditional staff support often focuses on burnout or trauma management. The CFSS model offers a preventative organisational framework that helps staff connect safely to emotions through understanding human emotional systems and engaging in group-based compassionate practice. Unlike supervision or reflective practice, which focus on performance or problem-solving, CFSS fosters ongoing emotional safety and connection, acting as the “*lubricant keeping the engine running smoothly*” (Hartley & Kennard, 2009).

At the core, CFSS helps colleagues manage the emotional impact of their work by developing compassionate capacity. Compassion flows from staff to patients, enhancing care quality and workplace resilience.

The Compassion Focused Staff Support (CFSS) model proposes a service configuration which addresses the compassionate care needs of the staff and provides a buffer against the impact of the work” [Lucre et al. 2022].

The Compassion Focused Staff Support model is a multilayered preventative staff support offer, which combines Compassionate Mind Training for ALL (CMT) workshops and follow up reflective groups. Compassionate Mind Training (CMT) is an integral component of compassion-focused therapy (CFT), an integrative therapeutic model founded by Professor Paul Gilbert that incorporates ideas from evolutionary psychology, neuroscience, Buddhist psychology, developmental psychology and social psychology.

Workshops details

This two-day experiential workshop will introduce Compassion Focused Staff Support as a means of managing the significant impact of working with troubled and troubling minds. Cultivating the conditions for inner safeness will be introduced at the beginning of the day and developed through the workshop, with consideration to how we can also co-create safeness in others. We will explore this model through the medium of play, embodied action and personal practice.

We will work with what gets pushed into us and what gets put on us (transference and projection) and the ways that we can bring a compassionate lens and understanding.



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The delegate number are capped at 20, but likely 15 – 17

This small workshop has been designed for practitioners, therapists and anyone who wishes to develop their knowledge and practical skills in developing and delivering Compassion Focused staff support groups and individual sessions in a wide variety of contexts. We will offer insights into working in Health, Education, Financial Services, Social Care and beyond.

The days will be highly experiential with a mixture of role play demonstrations opportunities for practice, multimedia and small groups discussions. Personal practice is an essential underpinning to this work and therefore will form an integral part of this workshop with the opportunity for personal exploration of compassion and the practices which accompany the model.

There will be a theoretical overview of Compassion Focused Staff Support model, coupled with practical suggestions for developing and managing the dynamic and process aspects of working with groups.

For these two days we will immerse ourselves in a fully connected small and large group experience. There will be a range of experiential exercises, focusing on developing personal practice in compassion and delivering CFSS interventions online and F2F. Role play practice opportunities will be offered with small group discussions using an evolutionary psychology model to cultivate compassion as the basis for inner growth and change. These exercises will focus on way of cultivating safeness and working within a process driven model, attending to what is happening in the room.

Learning Objectives

This workshop shall explicitly cover and experientially work with the following:

1. The 3-phase preventative model of Compassion Focused Staff Support and the practical application of this model in multiple settings and contexts
2. Compassionately attending to and managing group dynamics
3. Bringing compassion to personal responses to the work, and the importance of establishing personal practice in CFSS.
4. Fears, blocks and resistances to compassion as they emerge in the group process, for both staff and facilitators



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Suggested Reading

Lucre, K., & Clapton, N. (2020). The Compassionate Kitbag: A creative and integrative approach to compassion-focused therapy. *Psychology and Psychotherapy: Theory, Research and Practice*, e12291. <https://www.scribd.com/document/918106275/2020-CompassionateKitbagPaperfinal>

Lucre, K., & Taylor, J. (2020). Compatil| To Suffer with: Compassion Focused Staff Support as an Antidote to the Cost of Caring in Forensic Services. In *Sexual Crime and Trauma* (pp. 143–174). Springer. <https://link.springer.com/book/10.1007/978-3-030-49068-3>

Lucre, K., Lacey, & Taylor, J. (2022). Compassion Focused Staff Support: An Antidote to Empathy Distress, In *Psychological Staff Support in Healthcare: Thinking and Practice* (pp. 204-223). Sequoia Books. In *Psychological Staff Support in Healthcare: Thinking and Practice* (pp. 204–223). Sequoia Books.

Lucre, K., Bhalloo, F., Brown, L., & Foster, A. (2026). Compassionate Mind Training for All: An Evaluation of a One-Day Compassionate Mind Training Workshop for Mental Health NHS Staff as Part of Compassion Focused Staff Support. *OBM Integrative and Complementary Medicine*, 11(1), 1–27. <https://doi.org/10.21926/obm.icm.2601009>

Biography

Dr. Kate Lucre is a Birmingham based Consultant Psychotherapist and Supervisor, accredited with the BACP, specialising in complex attachment and relational trauma for groups and individuals (those who might attract a diagnosis of Personality Disorder). She has been developing, offering and evaluating Compassion Focused Group Psychotherapy programmes in the NHS for over 20 years, which blend Action Methods, Group Analysis and Compassion Focused Therapy.

Kate has also developed Compassion Focused Staff Support and has published the only data on this model. She runs workshops across the UK and beyond on Groups, Staff Support and Supervision. She has training in Action Methods and Group Analysis (IGA approved Group Work Practitioner), Clinical Supervision (IGA Approved) and Compassion Focused Therapy (BACP Accredited). You can see some of her past presentations at https://www.researchgate.net/profile/Katherine_Lucre2. You can see an interview with [Kate Lucre here](#).



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Training Costs

The training will be online with the opportunity to access a recording of the training.

There will be an opportunity to sign up for monthly online supervision following this and a digital resource pack will give you everything you need to manage the setting of a CFSS programme.

The cost for this training will be **£195 (early bird rate until 30th April, after this time the fee will rise to £225)**.

Payment for this workshop can also be made in instalments.

Feedback from previous training

“Actually doing the exercises helped me challenge my own biases and what I did not think would work. Somethings seemed straightforward but are actually quite deep”.

“Opportunities to practice without fear of judgement or failing”

“The chance to practice and really experience the flows of compassion”

“Completing my own 3 circles diagrams helped me to understand the model in practice and I enjoyed the creativity of using things to make the model”

“The open discussions allowed me to realise that I am not alone in some of my struggle with self-compassion and that others thoughts can help me shape my own”

“Listening to other’s experiences and realising that I am not on my own in the way I think”

“The training programme has helped me feel more confidence and supported in all areas of my work. I can’t wait to get started”

