



Leading with Compassion
Lighting the Way with Heart, Purpose and Integrity

LEADING WITH COMPASSION

THE 5 L.I.G.H.T. CONVERSATIONS
FOR EVERY PURPOSE-DRIVEN LEADER

*A guide to helping your team step up, align,
and thrive even in a time-poor world.*

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From good to great teams: The 5 L.I.G.H.T. conversations every purpose-driven leader needs

If you're leading a school or purpose-driven organisation, chances are you already have good people. They care deeply, they work hard, and they believe in your mission.

But even good people can lose alignment when everyday pressures take over — compliance demands, staff changes, governance requirements, or competing priorities from boards, funders, and communities. Over time, the vision that once inspired everyone can feel buried under meetings, paperwork, and problem-solving.

That's where leadership through conversation makes the difference.

The right conversations — intentional, compassionate, and structured — can transform how your team connects, communicates, and contributes. They turn pressure into purpose and restore the shared vision that inspired you all to begin this work.

In this guide, I'll share five key conversations that help purpose-driven leaders move their teams from good to great.

Each one aligns with the principles of my LIGHT Framework — Listen, Inspire, Grow, Harmonise, Transform, and Thrive.

Let's begin where great leadership always starts — with listening.

The 5 L.I.G.H.T. framework based on Biblical wisdom to light the way with heart, purpose and integrity

LIGHT – Illuminating Leadership Program

L – Listen:

Understand team needs, values, and perspectives.

I – Inspire:

Lead by example, energise teams, and create vision-driven engagement.

G – Grow:

Build skills, emotional intelligence, and collaborative capacity.

H – Harmonise:

Align people, processes, and culture across differences.

T – Thrive / Transform:

Achieve sustainable impact and create a flourishing organisation.

CONVERSATION 1:

The Vision Conversation – *Listen*

“Incline your ear to wisdom,
And apply your heart to understanding.”
Proverbs 2:2

Why It Matters

Purpose-driven leaders often know their why, but their team may have lost sight of it. When staff are time-poor or overwhelmed, even small disconnects in understanding can lead to big gaps in motivation and alignment.

Listening helps you bridge that gap – it’s how you re-anchor your team to their shared vision and remind them who they’re serving and why it matters.

The Conversation

Gather your team and invite a discussion that reconnects everyone to purpose:

Prompt Questions:

- “What kind of impact do we want to have on our students/community this year?”
- “Which of our values do we want to see more alive in our daily work?”
- “What does success look like when we stay true to our purpose?”

Encourage honesty, curiosity, and storytelling. Sometimes the most powerful insights come from the quietest voices in the room.

Leadership Tip:

When your team feels truly heard, they begin to re-own the vision. Listening builds trust, and trust builds momentum. Begin every strategic meeting with five minutes of purpose listening – one reflection, one story, one reminder of why your work matters.

CONVERSATION 2:

The Empowerment Conversation – *Inspire*

“In everything set them an example by doing what is good.”
Titus 2:7

Why It Matters

Even the most values-driven leaders can fall into the trap of doing too much themselves. It’s often faster to fix a problem than to coach someone through it. But when team members rely on you for every answer, they stop seeing their own potential.

Empowerment is about giving your people ownership – not by handing over control, but by inviting contribution. When your team feels trusted, they take initiative. They see their role not as employees, but as co-creators of your shared vision.

The Conversation

Bring your team together and open the floor with curiosity and belief in their potential.

Prompt Questions:

- Where do you feel most energised to contribute right now?”
- “What part of our mission do you personally feel most connected to?”
- “If you had full freedom, what’s one thing you’d improve in how we serve our students/community?”

These questions spark ownership – they show your team that you value not just their work, but their wisdom.

Leadership Tip:

Shift from directive check-ins (“What’s your progress on X?”) to empowering conversations (“What do you need to thrive in this role?”). This small change repositions you as a coach rather than a commander, and helps your team build confidence and capability.

CONVERSATION 3:

The Growth Conversation – *Grow*

“Whoever can be trusted with very little
can also be trusted with much.”
Luke 16:10

Why It Matters

Growth isn't just about performance – it's about stewardship. As leaders, we're called to nurture the potential entrusted to us – in ourselves and in others. But in busy, high-pressure environments, development often takes a back seat to deadlines and daily crises.

When we intentionally create space for growth, we remind our teams that they are not just employees – they're entrusted leaders in training. This shift builds confidence, resilience, and unity.

The Conversation

Create a safe and encouraging environment for developmental dialogue.

Prompt Questions:

- “What skill or quality would help you serve our mission with more confidence?”
- “Where do you feel called to grow right now – personally or professionally?”
- “How can I (or we) support that growth together?”

Encourage honest reflection, not performance

Leadership Tip:

Growth flourishes when it's rooted in grace. Invite mutual feedback and peer learning within your team. When people know feedback comes from care, not criticism, they open up and transformation follows.

Consider starting monthly “Growth Circles”: short, structured discussions where staff share one learning, one challenge, and one way they're growing in alignment with your organisation's mission.

CONVERSATION 4:

The Harmony Conversation –*Harmonise*

“Make every effort to keep the unity of the Spirit through the bond of peace.”
Ephesians 4:3

Why It Matters

Even the most dedicated teams experience tension. Different personalities, pressures, and priorities can easily create friction – especially in schools and not-for-profits where emotions run high and resources are stretched thin.

Harmony doesn’t mean the absence of conflict; it means cultivating peace in the process. When leaders model calm, compassion, and clarity, they create space for honest dialogue and genuine understanding. That’s when trust grows – and so does collective impact.

The Conversation

The goal here isn’t to “fix” conflict; it’s to restore connection. Invite your team into a conversation that brings light, not heat.

💬 Prompt Questions:

- “What’s one thing that would make our collaboration smoother?”
- “How can we honour each other’s strengths even when we disagree?”
- “What does unity look like for our team in this season?”

These questions remind your people that harmony isn’t about perfection – it’s about shared purpose and mutual respect.

Leadership Tip:

Harmony begins with you. When you choose to listen before reacting and seek understanding before judgement, you model the kind of leadership that heals.

Try setting aside five minutes at the end of meetings for a “Harmony Huddle.” Ask each team member to share one appreciation or encouragement for someone else. Over time, this simple practice softens resistance, strengthens relationships, and restores perspective.

CONVERSATION 5:

The Transformation Conversation –Thrive

“Let your light shine before others, that they may see your good deeds and glorify your Father in heaven.”

Matthew 5:16

Why It Matters

True transformation happens when growth, harmony, and purpose take root; when your team no longer needs constant direction because they're united by shared values and vision.

It's not about doing more, but becoming more aligned with who you're called to be as a leader and as a team. It's when good ideas become culture; when compassion, integrity, and excellence move from aspiration to action.

Transformational leaders don't just manage performance; they multiply purpose, creating environments where people thrive because they feel seen, supported, and spiritually grounded.

The Conversation

Transformation calls for reflection and celebration. Make time for your team to recognise how far they've come and where God's grace has guided their journey.

Prompt Questions:

- “What have we achieved that reflects our values in action?”
- “Where have we seen growth — not just in outcomes, but in each other?”
- “How can we keep building a culture that brings light and hope?”

These reflections strengthen your team's confidence and remind them that impact is an ongoing story of faith and action.

Leadership Tip:

Celebrate progress — big or small — and honour the quiet faithfulness of your people. When you value consistency as much as innovation, you cultivate endurance and joy.

Host a quarterly Transformation Reflection — a time to share testimonies of growth and gratitude, renewing meaning and energy for the season ahead.

Closing Encouragement

Transformation starts with conversation; and every conversation can be an act of leadership, service, and faith.

When you Listen, Inspire, Grow, Harmonise, Transform, and Thrive, you're not just guiding a team; you're lighting the way for others to follow.

As Jesus said,
"You are the light of the world." — Matthew 5:14

So lead with LIGHT.

And let your leadership become the hope that changes hearts, teams, and communities.

CONCLUSION:

Lead with LIGHT

You began this journey because you believe leadership is more than management: it's ministry in motion. You know that when leaders lead with compassion and integrity, they don't just change outcomes; they change lives.

Each of the five conversations in this guide — Listen, Inspire, Grow, Harmonise, and Thrive — is a spark of LIGHT.

Together, they form a rhythm of leadership that brings clarity, trust, and transformation to your team and community.

When you create space to truly listen, empower others, nurture growth, restore harmony, and celebrate transformation, your people don't just perform: they flourish.

And that's where purpose-driven leadership becomes legacy.

"Let us consider how we may spur one another on toward love and good deeds." — Hebrews 10:24

You are already a light in your organisation. The next step is learning how to help others shine theirs.

TAKE THE NEXT STEP: Bring LIGHT to Your Leadership

If these conversations resonated with you, imagine what could happen if your entire team began leading with the same spirit of compassion, clarity, and courage.

That's what my LIGHT Leadership Program was created for: to help school principals and NFP leaders embed these principles into everyday culture, so you can lead with your people, for your people.

 Your Next Step Options: www.leading-with-compassion.com

Download the LIGHT Leadership Toolkit – A practical resource with scripts, templates, and meeting guides to put these five conversations into action

Book a LIGHT Leadership Strategy Call – A 20-minute session to explore how the LIGHT Framework can transform your team's culture and performance.

Take the LIGHT Leadership Quiz – Discover which area of your leadership is shining brightest – and where you can grow next.

Final Encouragement

Remember: Leadership that listens, inspires, grows, harmonises, and transforms doesn't just make better teams: it builds better communities.

Keep leading with compassion. Keep leading with LIGHT.

Because when your leadership shines, others find their way.

"You are the light of the world... let your light shine before others." — Matthew 5:14–16

About the author

Laure started *Leading with Compassion* because, for much of her life, she'd known what it feels like to stand on the outside looking in.

Laure's grandmother was a child Holocaust survivor. Hidden in a convent, she would sing to distract the Nazis from searching any further. Even in the darkest times, she chose joy, and she used her voice for hope.

That legacy became part of Laure's life story.

Through repeated pain, childhood trauma, domestic violence and workplace bullying, there were many times she questioned whether she belonged anywhere.

Education became a tool to escape the cycle, but compassion is what healed.

When Laure became a Christian, faith and music became her anchors. They helped her rediscover her voice, a voice to build others up, a voice for hope.

And that became her calling.

Leading with Compassion was born out of that realisation: that leadership isn't about power or position; it is about illuminating others. It's about choosing empathy when it's easier to ignore, and integrity when no one is watching.

Today, Laure helps leaders and teams build cultures where every person feels seen, valued, and empowered. Because when compassion becomes the foundation of leadership, workplaces are transformed, and so are the people within them.

