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# Revitalize Work Culture with Restorative Strategies

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# AGENDA

- 1** Identify the principles and outcomes of addressing harm in the workplace.
- 2** Identify the differences between restorative justice and restorative approaches.
- 3** Identify situations where restorative approaches should be considered.
- 4** Explore specific restorative strategies and steps to employ them.
- 5** Describe common pitfalls to look out for when applying restorative approaches in the workplace.



# Check-In Question



What words would you use to describe where your head is? And where your heart is?



**Introduction to  
Workplace Restorative  
Approaches**

# Clarifying the Difference

## Restorative Justice vs. Restorative Approaches

- Restorative justice is a broad term encompassing a growing social movement to institutionalize peaceful approaches to harm, problem-solving, and violations of legal and human rights.
- Restorative approaches seek to balance the needs of the victim, wrongdoer, and community through processes that preserve the safety and dignity of all.



# Core Guiding Principles

Restorative approaches are grounded in core principles, prioritizing healing, accountability, and relationship restoration, fundamental to restorative justice and conflict resolution.

## Open Communication

Prioritizing feelings, perspectives, and needs.

## Inclusivity

Involving all stakeholders and those impacted by the situation in the healing process.

## Empowerment

Encouraging active participation and problem-solving by those involved.

## Accountability

Promoting action towards resolution and healing by those causing harm.

## Cultural Awareness

Empathy and sensitivity for cultural differences and the role of personal biases.

## Equity

Addressing the differing needs and experiences of those involved.

## Prevention

Learning and improvement to stop future harm from occurring.



**Situations that Benefit  
from Restorative  
Approaches**

# Workplace Situations

Restorative approaches and principles can be applied to a range of challenges.

**Interpersonal  
Conflicts**

**Unproductive Team  
Dynamics**

**Workplace  
Transitions**

**Harassment,  
Bullying, and  
Misconduct**

**Performance  
Issues**



**Identifying Restorative  
Approaches**

# Nurture a Restorative Mindset

**To foster empathy and cultivate a restorative climate, start by actively listening to others, seeking to understand their experiences and emotions.**

**Ask all involved to bring empathy, remembering that empathy is a skill that can be learned and grown through practice.**

# Common Approaches

Restorative approaches can take many forms, here are a few of the most commonly applied.



## Restorative Circles

Restorative circles engage both direct and indirect participants, benefiting entire teams in organizations by promoting open dialogue and empathy, even on challenging topics..



## Facilitated Dialogue

Facilitated dialogue, led by a facilitator, aids complex situations, enhancing communication, skills, and consensus in open discussions.



## Process Improvement

Developing and enhancing policies, processes, and other systems addresses gaps and flaws while also contributing to prevention of future harm.



## Setting Norms

Workplace norms nurture trust, empathy, and innovation in a secure environment. Restorative Practices foster collaboration through group norms and skills.



**Navigating Challenges  
& Pitfalls**

# MYTHS

## Addressing Misconceptions

**Restorative approaches are versatile, adaptable, and focused on accountability, and their suitability depends on the specific situation.**

Common misconceptions:

- Conflict resolution model
- Time consuming
- Replacement for traditional discipline
- Ineffective approach
- Relevant to only schools and corrections



# RISKS

**Identify and mitigate risks of applying restorative approaches in the workplace.**








- Communicate openly
- Gather feedback
- Assess risks
- Plan mitigation steps
- Check in on outcomes
- Implement changes

## **Ethical Considerations**

**Ethical considerations in workplace restorative approaches include informed consent, neutrality, cultural sensitivity, safety, accountability, continuous improvement, legal compliance, documentation, training, transparency, and follow-up.**

## **Confidentiality**

**Confidentiality considerations involve safeguarding sensitive information shared during restorative processes, setting clear boundaries, and respecting participants' privacy to maintain trust and promote open communication.**

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# Resources



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