

I believe the *prevailing* organizational structures and management beliefs, of today, were created by the same mindsets that created our Punitive System.

This Workshop will explore this and excite our foundational beliefs into innovating how we work and where we work.

TAKING MANAGERIAL ADVICE: INNOVATION AND RESTORATIVE JUSTICE

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In Gunnison Matt is:

- A Volunteer Facilitator for the Gunnison Area Restorative Practices
- A Case Manager for Partners (a local non-profit similar to Big Brothers, Big Sisters Organizations)
- A County Mentor working with local youth to improve academics and behavior
- Developing an Independent Living Skills program to be implemented with all County Mentors
- A volunteer teacher for the local Junior Achievement Program
- Owner and founder of Life Skoolz, www.lifeskoolz.com
- A husband and Father



PENELOPE AND ANNIE!



Restorative Justice:

- Builds Relationships
- Maintains Relationships
- Restores Relationships

Restorative Justice is a *Mindset*.

WHAT IS RESTORATIVE JUSTICE TO ME?

DRUCKER'S SEVEN SOURCES FOR INNOVATION

Within the Enterprise:

1. The Unexpected—the unexpected success, failure, outside event
2. The incongruity—between reality as it is and assumptions
3. Innovation based on process need
4. Changes in industry or market structure—that catches everyone unaware

Changes outside the Enterprise:

1. Demographics
2. Changes in perception, mood, and meaning (mindsets?)
3. New knowledge

CHALLENGING HOW WE WORK



We must innovate how we work to be congruent with our message.

RESTORATIVE JUSTICE; SKILLS & PRACTICES

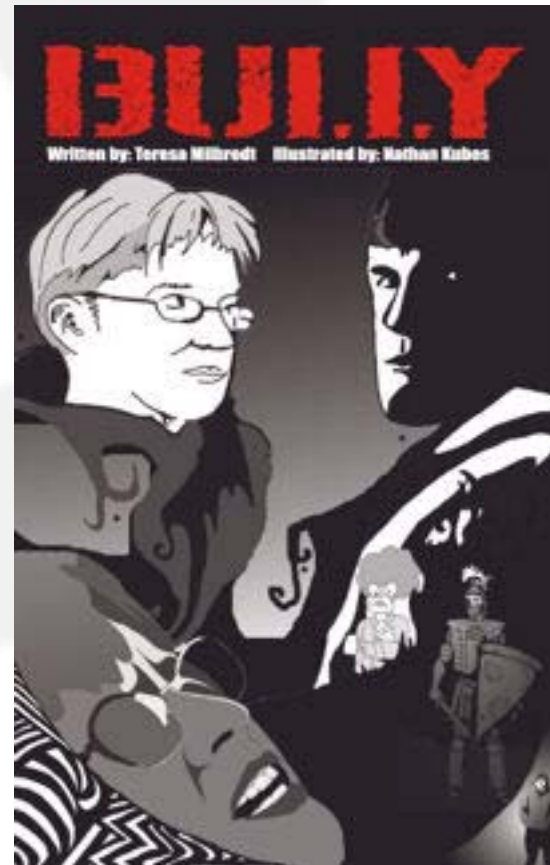
1. Listening

2. Empathy

3. Talking

4. Talking Circles

5. Conferences



POSSIBLE TALKING CIRCLE QUESTIONS

1. What do I/we need to do today in order to move my/our mission forward?
2. What is currently blocking or distracting me/us?
3. What opportunities are available to me/us?

Albert Einstein's
definition of insanity is
“doing the same thing
over and over again
and expecting different
results.”

QUESTIONS TO ASK YOURSELF IN GROUPS

What is your business?

“What assumption am I making, that I’m not aware I’m making, that gives me what I see?”

What might I now invent, that I have not invented, that would give me other choices?”

–Ben and Rosamund Zander, “The Art of Possibility”

LET'S GET CONGRUENT

A faint, light gray background graphic of a stylized human figure with arms raised in a 'V' shape, suggesting a person celebrating or in a state of joy. The figure is composed of simple geometric shapes: a circle for the head, a thick line for the torso, and two thick lines for the arms.

➤ At Work

➤ At Home

➤ In Community

LET'S EXPLORE THE POSSIBILITIES

- In Driver's Education
- In End-of-life Care
- In Cultural Assimilation
- In Churches
- In Every Facet of Life

AND LET'S SHARE



- At Conferences
- Over the phone
- On Twitter, Facebook and Blogs

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The Facebook logo, consisting of the word "facebook" in white lowercase letters on a dark blue rectangular background.

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The LinkedIn logo, featuring the word "LinkedIn" in white lowercase letters on a blue square background with a white "in" icon.

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