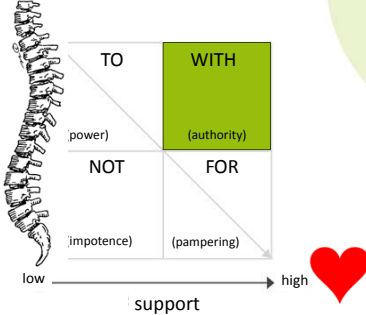


Leadership in heart and bones
a precondition to restorative practices

Bregje Pel & Jan Ruigrok
Hull, October 15th 2010

Leadership in heart & bones



TO (power) WITH (authority)
NOT (impotence) FOR (pampering)

low support high

echo EXPERTISECENTRUM VOOR HERSTELRECHT IN HET ONDERWIJS

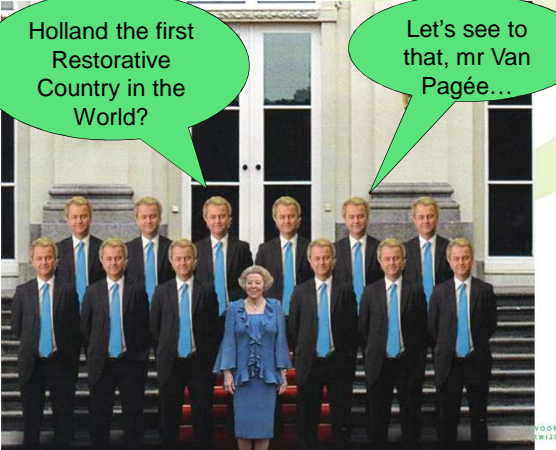
Leadership in crisis !!!!!



control high

low support high

echo EXPERTISECENTRUM VOOR HERSTELRECHT IN HET ONDERWIJS



Holland the first Restorative Country in the World?

Let's see to that, mr Van Pagée...

VOOR ONDERWIJS

Leadership in crisis !!!!!



Am I that smart, or are you that stupid??

echo EXPERTISECENTRUM VOOR HERSTELRECHT IN HET ONDERWIJS

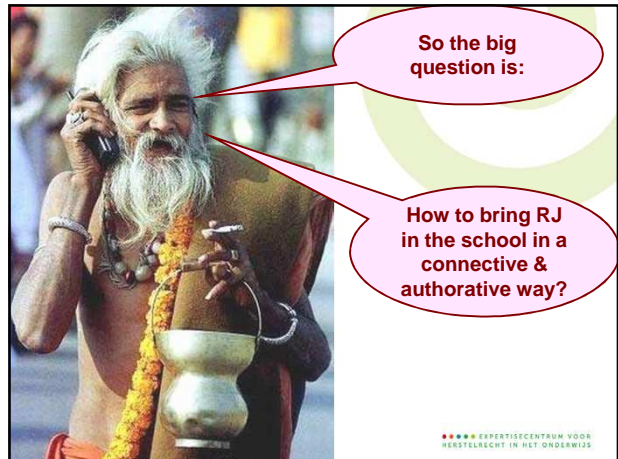
Repressive leadership or is it impotence???



When top level guys look down they see only shit.

When bottom level guys look up they see only assholes.

echo EXPERTISECENTRUM VOOR HERSTELRECHT IN HET ONDERWIJS



The four gears:

- First Gear: The school management informs you about RJ, and afterwards we would like to hear from you if it could be something for our school.
- Second Gear: The management makes an announcement. We listen carefully to you. You we learned from you.....
- Third Gear: The management makes a decision. So we decided to.....
- And speaks out expectations. And to make that possible we expect you to
- Fourth gear: Lets get to work!

How to make that successful and not turn it into the another disillusion????



We are going to bring a restorative wind in our school

That's the way we do things around here!!

Petri scales / small subcultures , each with their own hero/ advocate

Bring the heroes together and let them carry the change

The positive as well as negative heroes!

Indeed!!

Questions at the start for a project group

- Which task the management gave us?
- Who are the members of our group?
- How are we facilitated and what can people accept from us?
- What do we need to fulfill our task?
- What is the current situation? (How do people feel, think, act at this moment? What are their desires?)
- How does our school look like when our task is fulfilled? (How do people feel, think, act, then)
- What have we accomplished after 1 year??
- And after 2, 3, 5 years?
- How do we keep our work pleasant?
- What obstructions can we accept?
- How do we deal with those obstructions?
- How do we celebrate our successes?



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