Leadership and restorative practices

Oradea, 24 November 2023

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Introduction

- Michael
- IIRP
- Ligand/Oranjehuis

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Start with the why

The Golden Circle

WHAT
Every organization on the planet knows WHAT they do. These are products they sell or the services

HOW
Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

WHY
ery few organizations know WHY they do what they do. WHY is ot about making money. That's result. WHY is a purpose, cause r belief. It's the very reason your organization exists.

WHY
HOW
WHAT
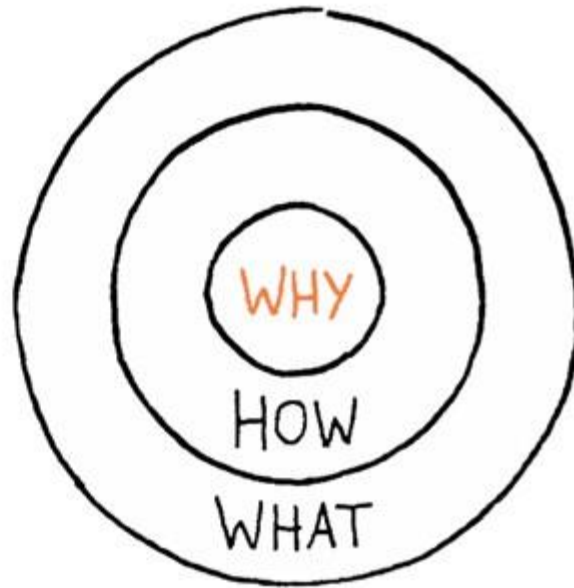
Source: Simon Sinek

"People don't follow what you do, they follow why you do it."

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Start with the why

Circle

Why would you implement RP in your organisation? What is your sense of urgency? (or why did you come to this conference?)

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Start with the why - DE-LINQ-UENCY

- "Relationships, relationships, relationships!" (Estelle MacDonald)
- Restoring community in a disconnected world (IIRP)
- Inclusion *vs* exclusion
- "Connectedness as the answer to DE-LINQ-UENCY" (Johan Deklerck)
- Ligand – *ligare* – re-ligare/religion
  - Self
  - Other
  - Community
  - …
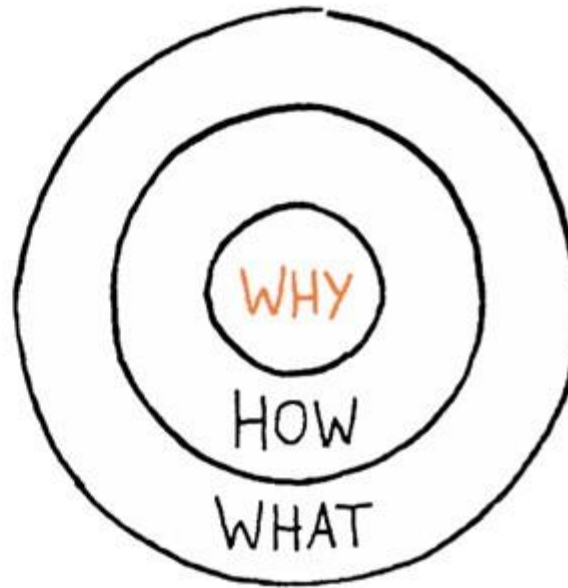
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How?

The Golden Circle

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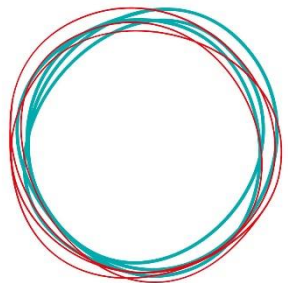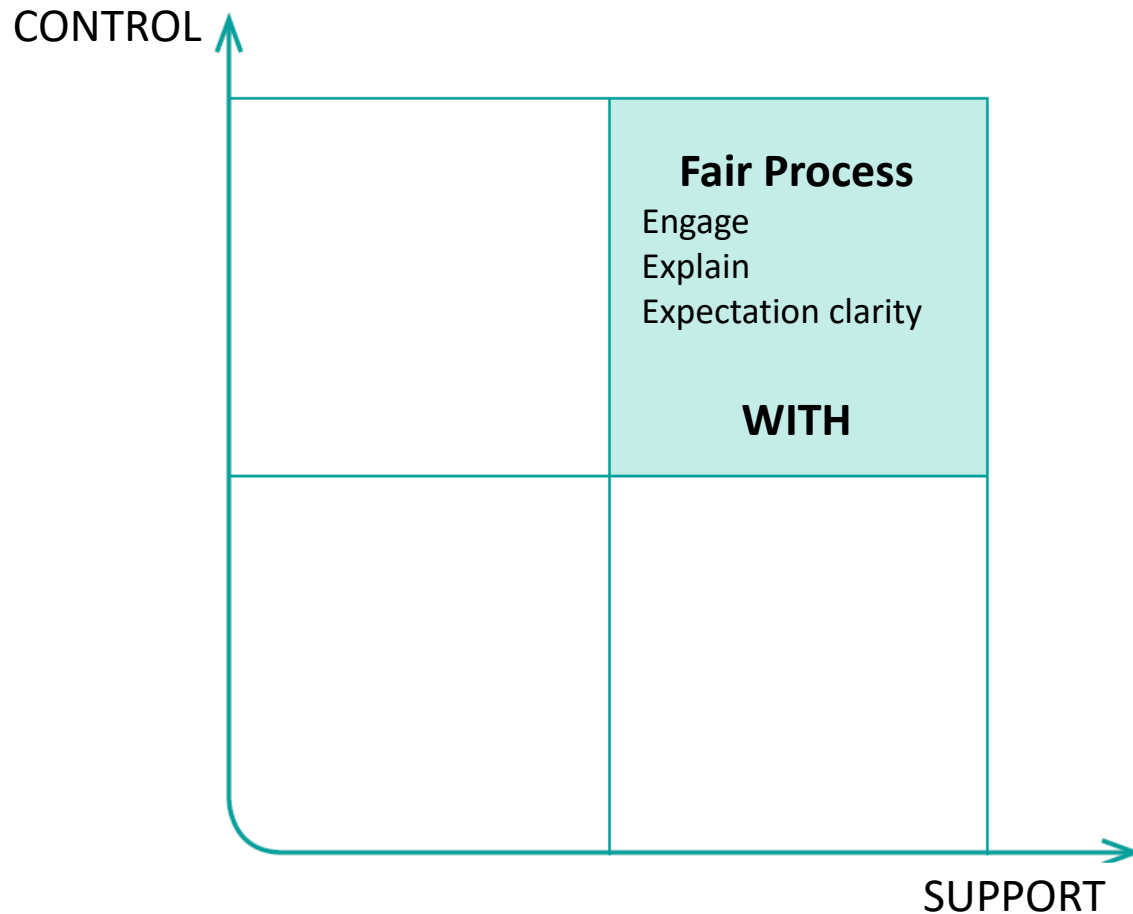
WHY

HOW

WHAT

Source: Simon Sinek

How to implement restorative practices? RESTORATIVELY of course!

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What does "restoratively" mean?

CONTROL

```
            |
            |
            |  ┌──────────────────────┐
            |  │  **Fair Process**     │
            |  │  Engage               │
            |  │  Explain              │
            |  │  Expectation clarity  │
            |  │                       │
            |  │      **WITH**         │
            |  ├──────────────────────┤
            |  │                       │
            |  │                       │
            |  └──────────────────────┘
            └──────────────────────────→  SUPPORT
```

Organizational Change Window (IIRP)

YES
Steering group
PLG's
Deep democracy
Shared responsibility
Never take it for granted!
Actions, more actions

NO
Cosmetic change (NOT)
Top-down (TO)
External consultants (FOR)

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Be restorative as a leader

A manager manages the things good, a leader manages the good things

- Control *vs* responsibility
- Everybody is a leader (self-steering, CEO mode)
- BUT… crisis needs strong leadership!
- Lead by example: the strength of vulnerability (*vs* ego)
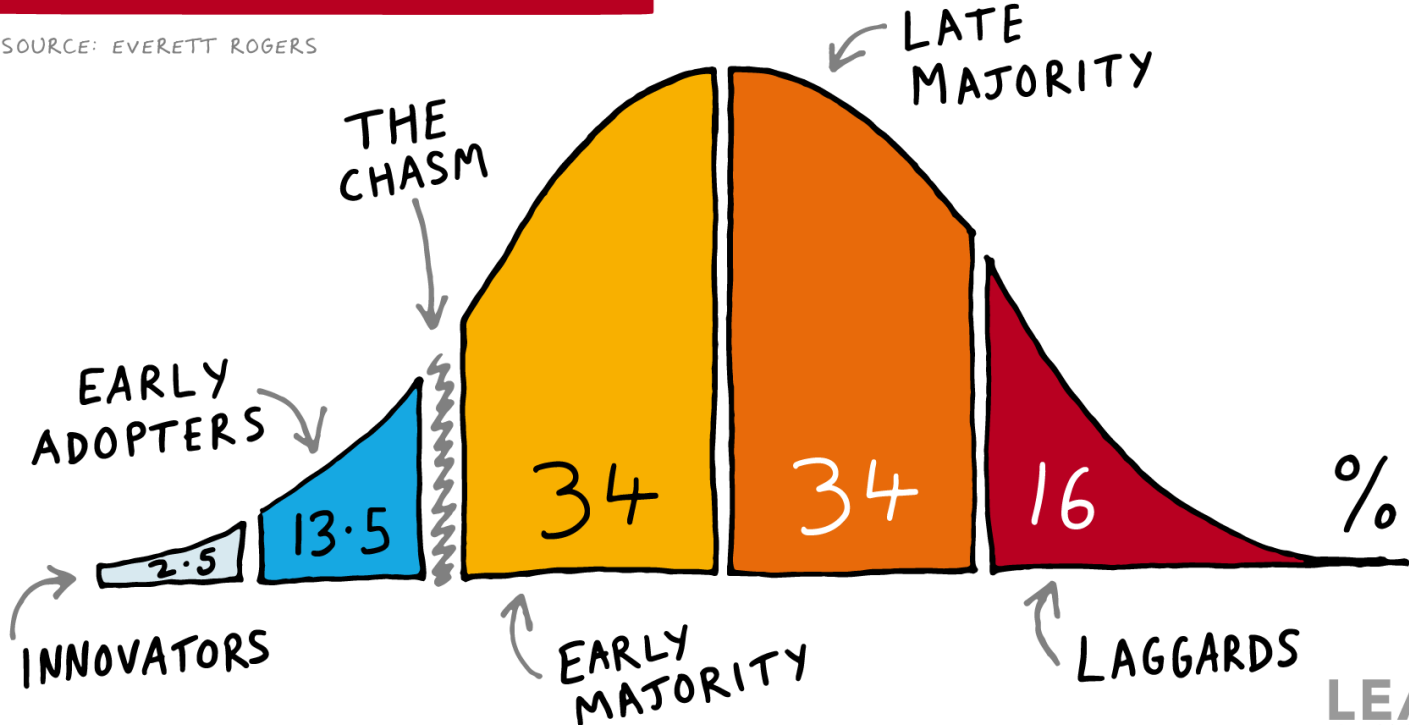- **Leave no conflict behind!**

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Diffusion of innovation

DIFFUSION OF INNOVATION

SOURCE: EVERETT ROGERS

THE CHASM

LATE MAJORITY

EARLY ADOPTERS

INNOVATORS

2.5

13.5

34

34

16

%

EARLY MAJORITY

LAGGARDS

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LEAD
50 models for success

Diffusion of innovation

Reflection:

What do you need when you're a laggard? And what doesn't help?

Remember:

"A YES has no meaning, if NO wasn't an option." (Peter Block)

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Questions?

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