

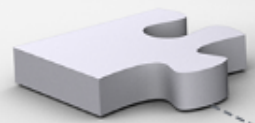
IIRP's 23rd World Conference  
October 23-25, 2017 | Bethlehem,  
PA, USA

Terry O'Connell

My hope is  
that our lives  
together has



Restorative  
Engagement



Evidence



**IIRP's 23rd World Conference  
October 23-25, 2017  
Bethlehem, PA, USA**



*Why Restorative Practice Works In Any Context  
- The Importance of Explicit Practice*

*Terry O'Connell*





## Some questions





## Some questions

Why have you come to this workshop?



## Some questions

Why have you come to this workshop?

What are you hoping to take away?



# Key Question

*Why Restorative Practices Work In Any Context - The Importance of Explicit Practice*



# Key Question

*Why Restorative Practices Work In Any Context - The Importance of Explicit Practice*



What do I need to do to prove the proposition that Restorative Practice works in any context'?



**Brief overview of what it should look like:**



## **Brief overview of what it should look like:**

- Rationale for why I believe that restorative practice works in any context.



## **Brief overview of what it should look like:**

- Rationale for why I believe that restorative practice works in any context.
- Hypothesis



## Brief overview of what it should look like:

- Rationale for why I believe that restorative practice works in any context.
- Hypothesis
- Testing the Hypothesis: Explicit Restorative Practice framework





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## Brief overview of what it should look like:

- Rationale for why I believe that restorative practice works in any context.
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- Testing the Hypothesis: Explicit Restorative Practice framework
- Evidence
- Discussion

# Rationale

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- Shame is the 'elephant in the room' - discovering and understanding its influence is critical to effective engagement.
- Experiencing a positive way to manage shame is the key to reconnection with one's self and then others.
- Our explicit restorative practice framework is able to satisfy those conditions needed for reconnection.

# HYPOTHESIS

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*'Where conflict occurs, shame is generally the impediment to relationships. An explicit restorative practice framework has the potential to allow shame to be experienced as an opportunity for insight, learning, growth and positive relationships.'*

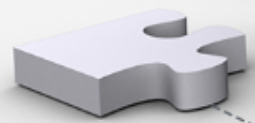
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## **Restorative Definition**

The following definition of Restorative reflects my thinking and practice:



## Restorative Definition

The following definition of Restorative reflects my thinking and practice:

***“Restorative Practice is a way of thinking and being, focused on creating safe spaces for real conversations that deepen relationships and build stronger more connected communities.”***

*[Mark Vander Vennen, Shalem Mental Health Services, Canada 2016]*

## *Explicit Restorative Practice Framework*

## *Explicit Restorative Practice Framework*

**Aim:**

*Create the conditions prescribed by Tomkins, Kelly and Nathanson's blueprint for emotional wellbeing.*





## **Nathanson's community blueprint**

**Relationships are best built when we:**

# Nathanson's community blueprint

**Relationships are best built when we:**

1. Share and reduce negative emotions (best achieved by listening and acknowledging)



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# Nathanson's community blueprint

## Relationships are best built when we:

1. Share and reduce negative emotions (best achieved by listening and acknowledging)
2. Share and promote positive emotions (achieved by affirming)
3. Encouraging the expression of emotions as a way of experiencing 1 & 2.
4. Doing more of 1, 2 and 3 (essential for building and maintaining good relationships).



# *Explicit Restorative Practice Framework*



## *Explicit Restorative Practice Framework*



Strategy:

Process is shaped by the synergy of the following key elements:

## *Explicit Restorative Practice Framework*



Strategy:

Process is shaped by the synergy of the following key elements:

- Working Assumptions



## *Explicit Restorative Practice Framework*



Strategy:

Process is shaped by the synergy of the following key elements:

- Working Assumptions
- Restorative Philosophy

## *Explicit Restorative Practice Framework*



Strategy:

Process is shaped by the synergy of the following key elements:

- Working Assumptions
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Process is shaped by the synergy of the following key elements:

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## *Explicit Restorative Practice Framework*



Strategy:

Process is shaped by the synergy of the following key elements:

- Working Assumptions
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- Fair Process
- Relational Styles
- Socratic Dialogue

# Explicit Restorative Framework

Dopper & O'Connell, 2015

## Explicit Restorative Framework



Dopper & O'Connell, 2015

## Explicit Restorative Framework



Dopper & O'Connell, 2015



# **Restorative Philosophy**



# Restorative Philosophy



# Restorative Philosophy



“Restorative dialogue focuses on Harm and Relationships:

# Restorative Philosophy



"Restorative dialogue focuses on Harm and Relationships:

- "What happened?" - Past
- "What harm has resulted?" - Present
- "What needs to happen to make things right?" - Future

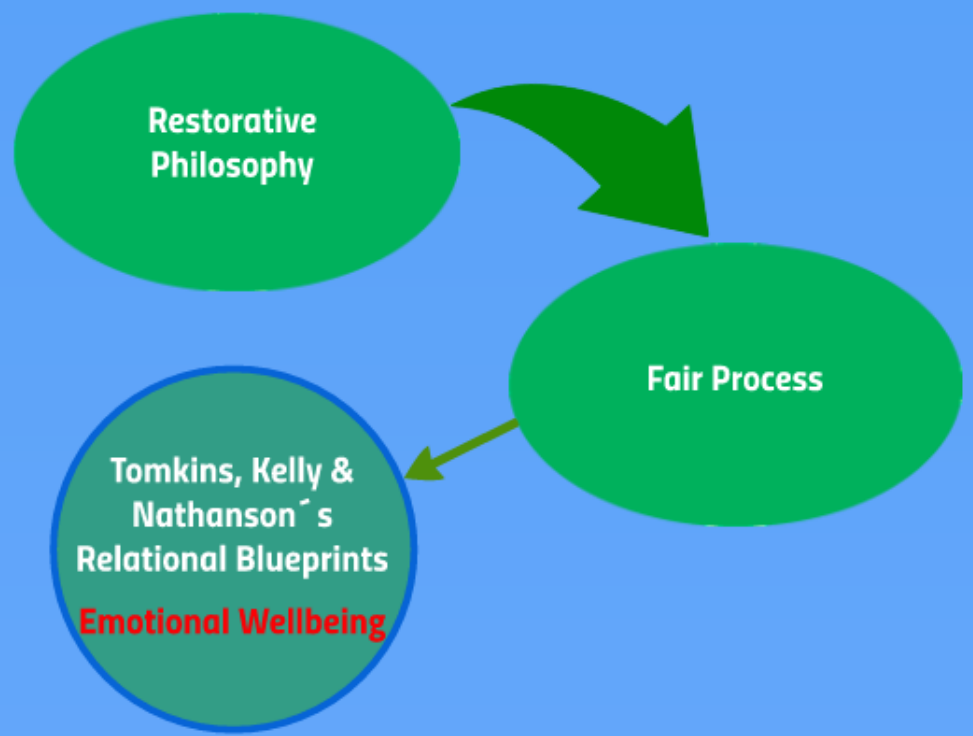
# Explicit Restorative Framework

Restorative Philosophy

Tomkins, Kelly & Nathanson's Relational Blueprints  
**Emotional Wellbeing**

Dopper & O'Connell, 2015

# Explicit Restorative Framework



Dopper & O'Connell, 2015



**Fair Process**

# Fair Process



# Fair Process



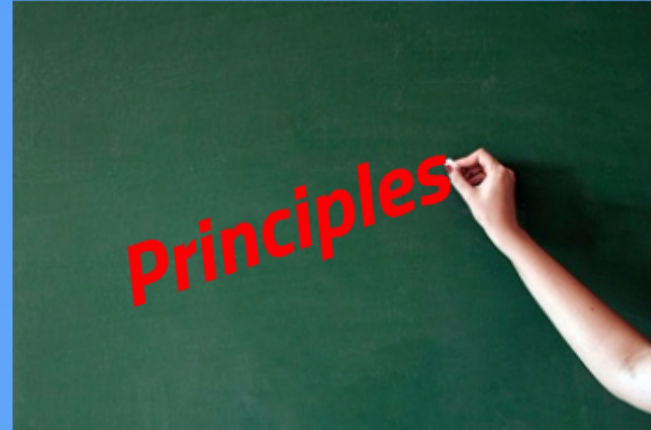
## The Central Idea...

**"...individuals are most likely to trust and co-operate freely with systems - whether they themselves win or lose by those systems - when fair process is observed."**

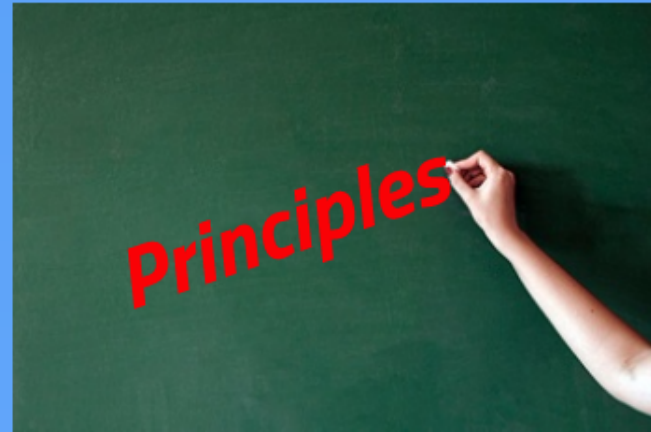
Kim & Mauborgne, Harvard Business Review, July – August 1997



# Fair Process

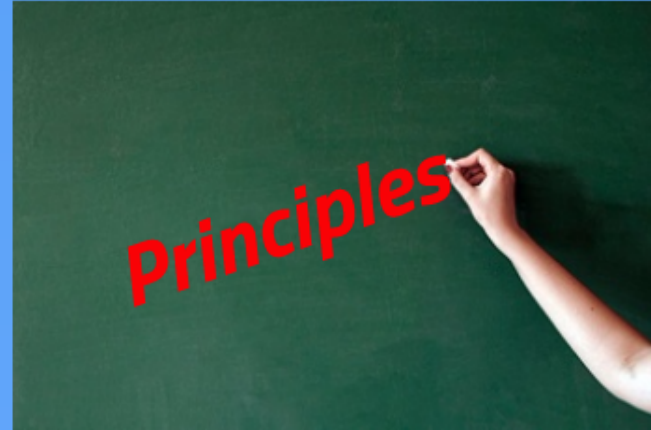


# Fair Process



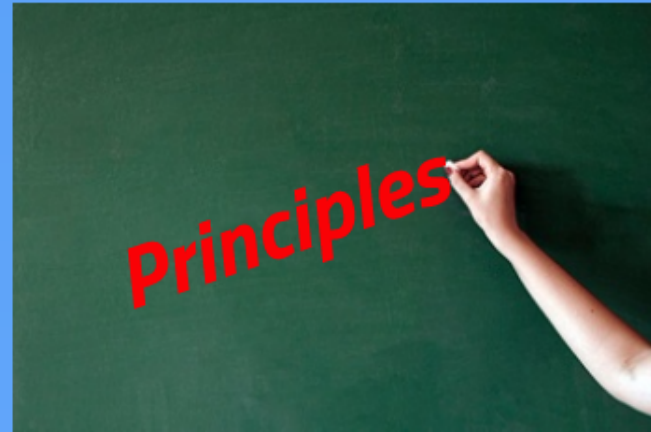
- **Engagement** - Opportunity to have a say.

# Fair Process



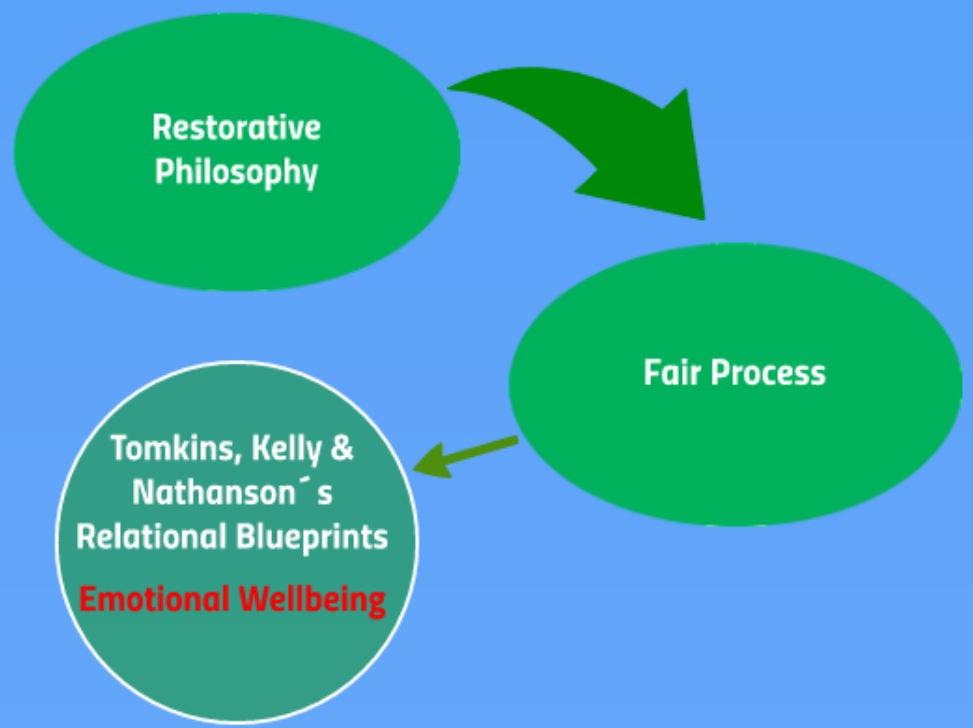
- **Engagement** - Opportunity to have a say.
- **Explanation** - Understand the reasons for the decision.

# Fair Process



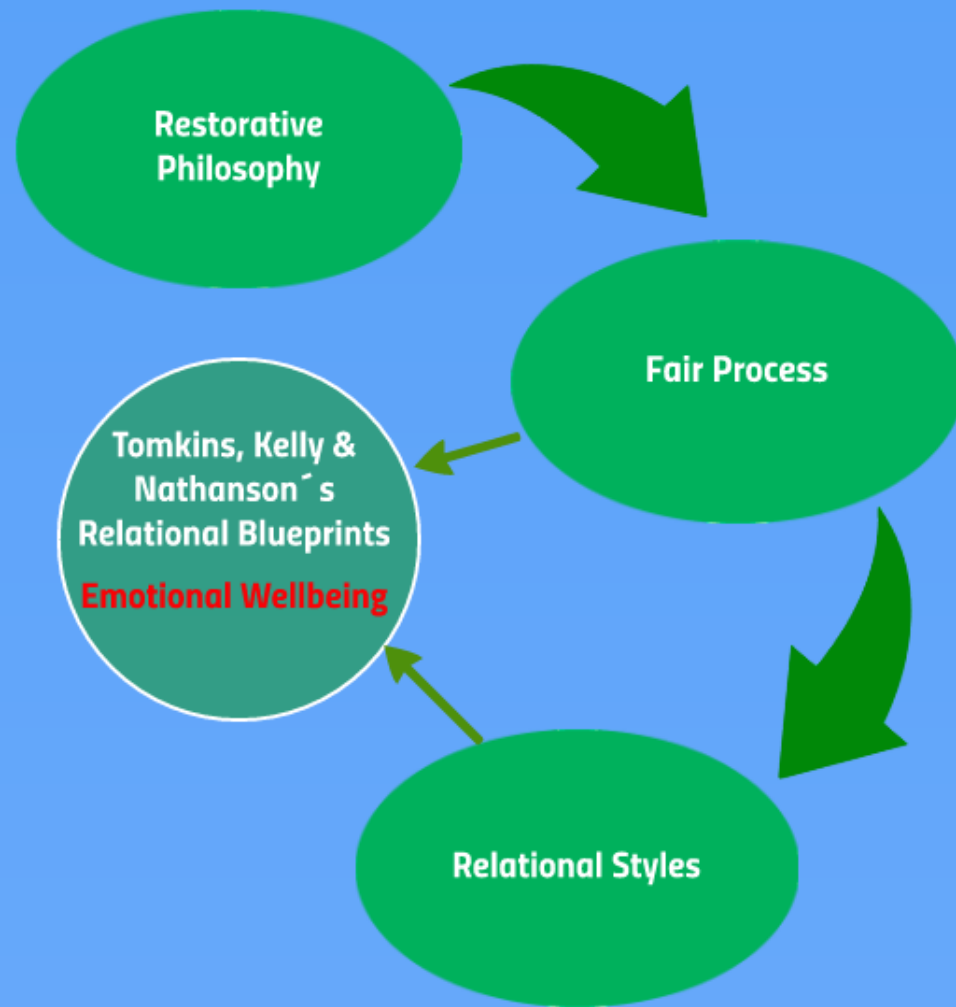
- **Engagement** - Opportunity to have a say.
- **Explanation** - Understand the reasons for the decision.
- **Expectation Clarity** - Shared understanding on what is expected in terms of behaviour and rules.

# Explicit Restorative Framework



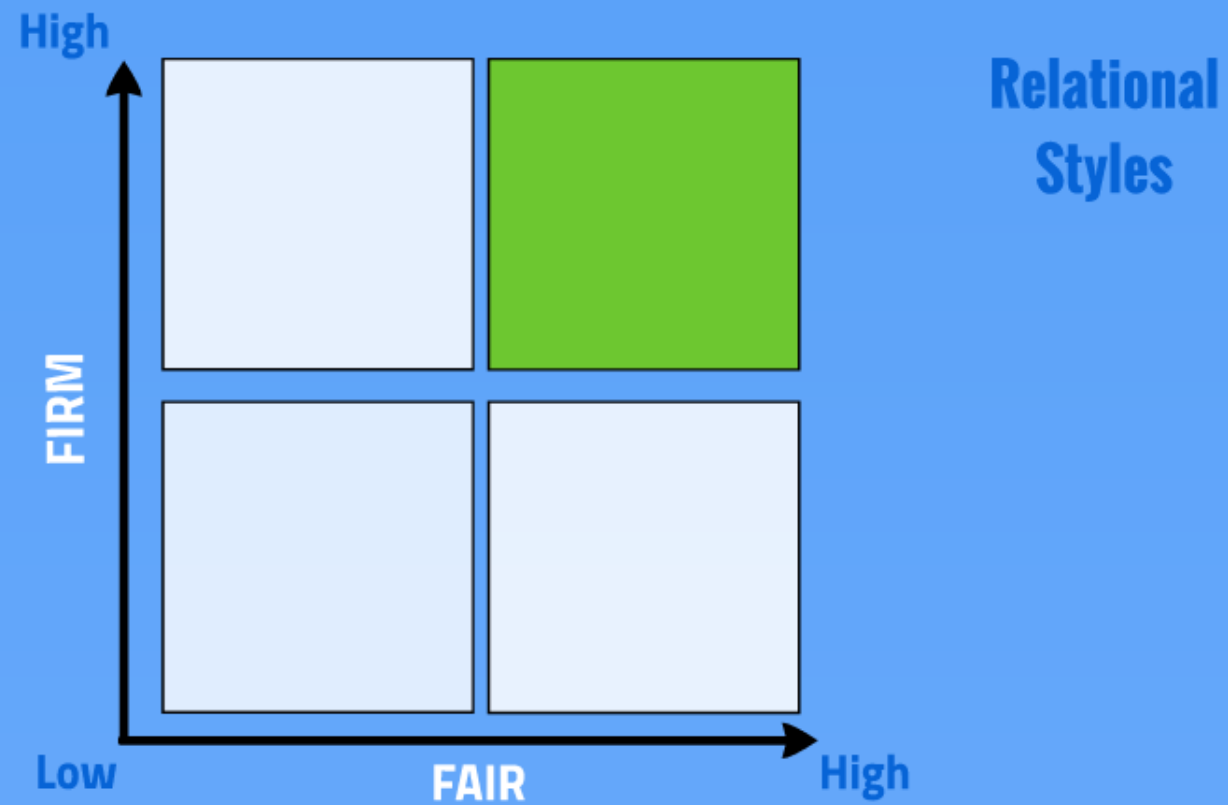
Dopper & O'Connell, 2015

## Explicit Restorative Framework



Dopper & O'Connell, 2015

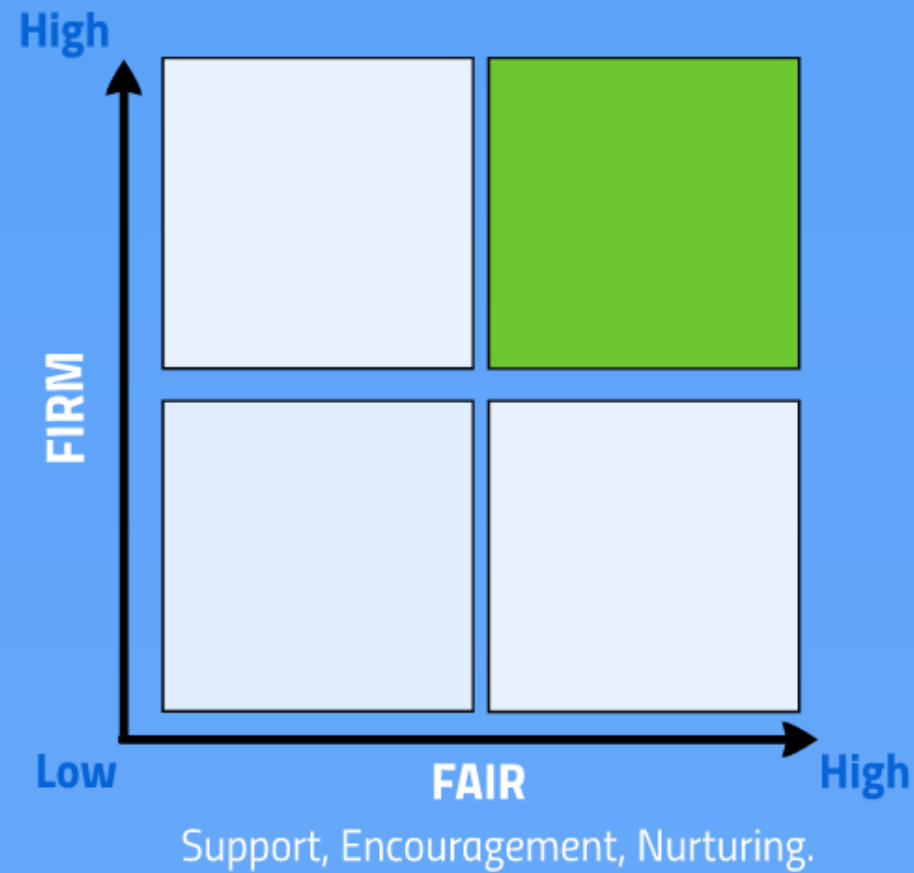
# Relational Styles



Adapted from Social Discipline Window - Paul McCold and Ted Wachtel - 2000



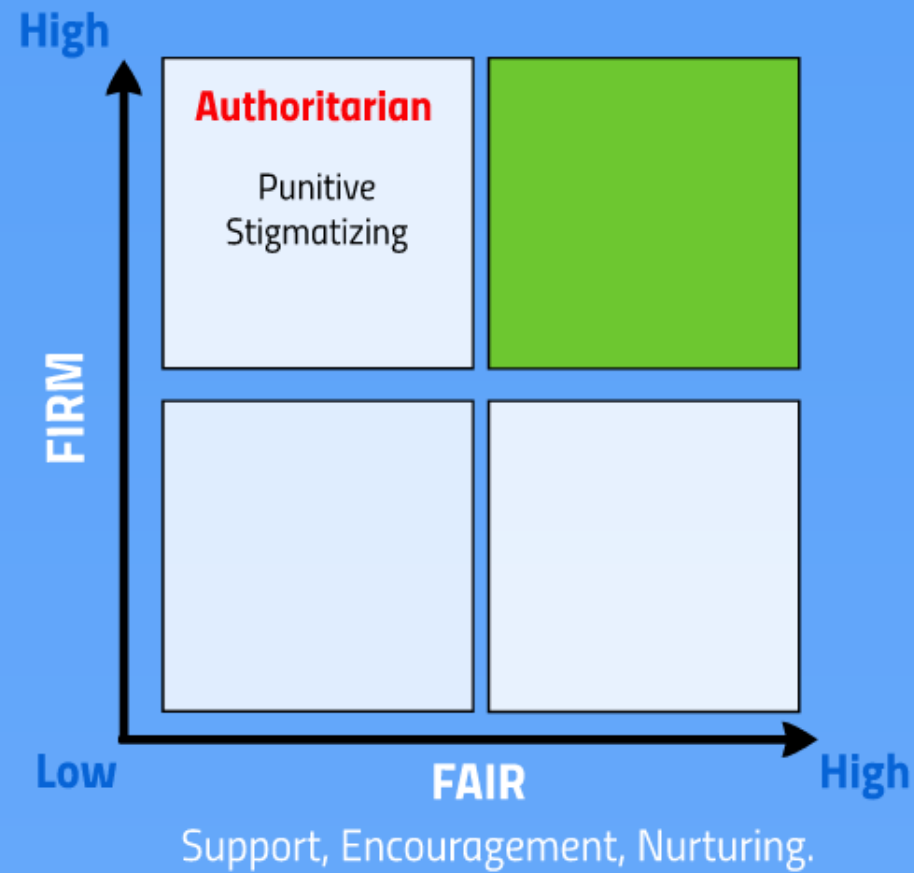
Pressure,  
Rules,  
Limits,  
Expectations,  
Challenge



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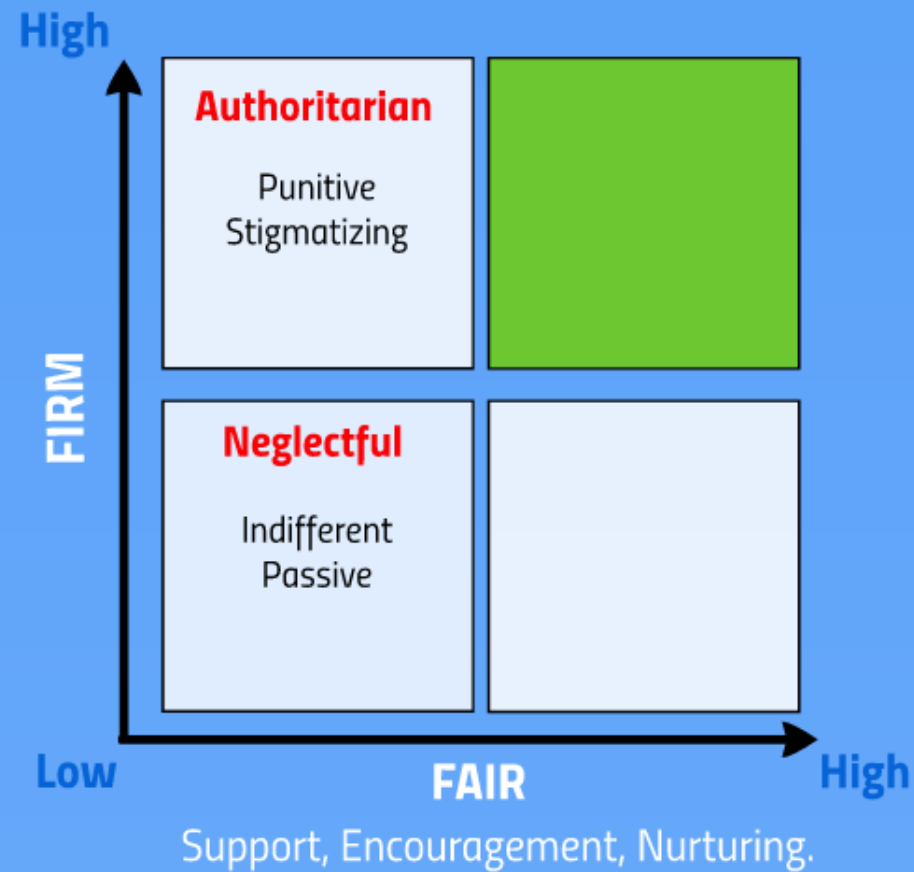
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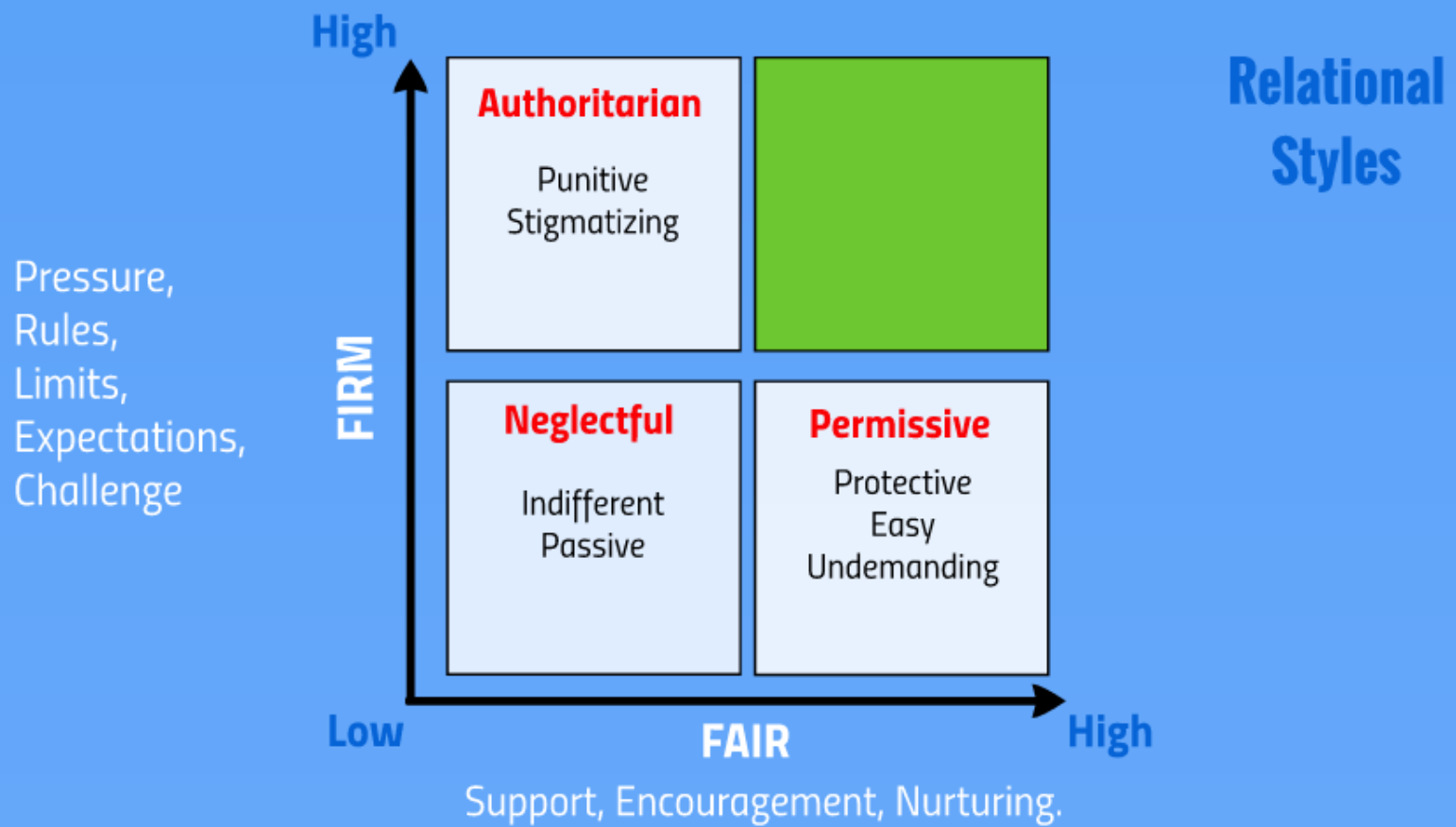
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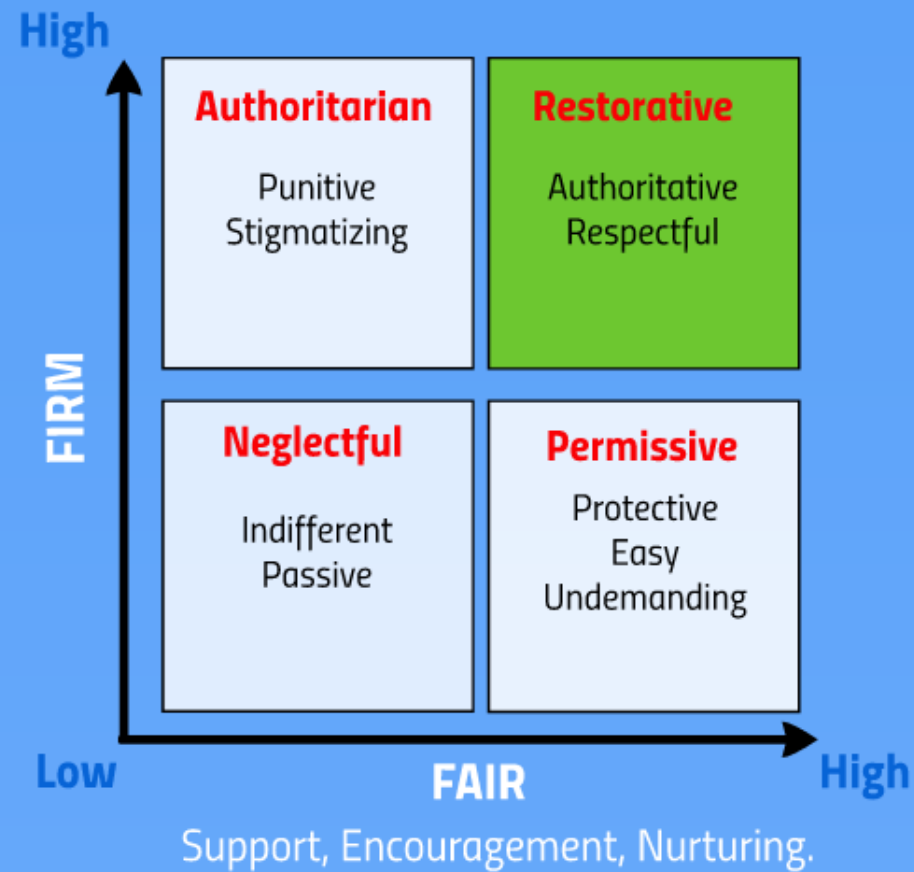
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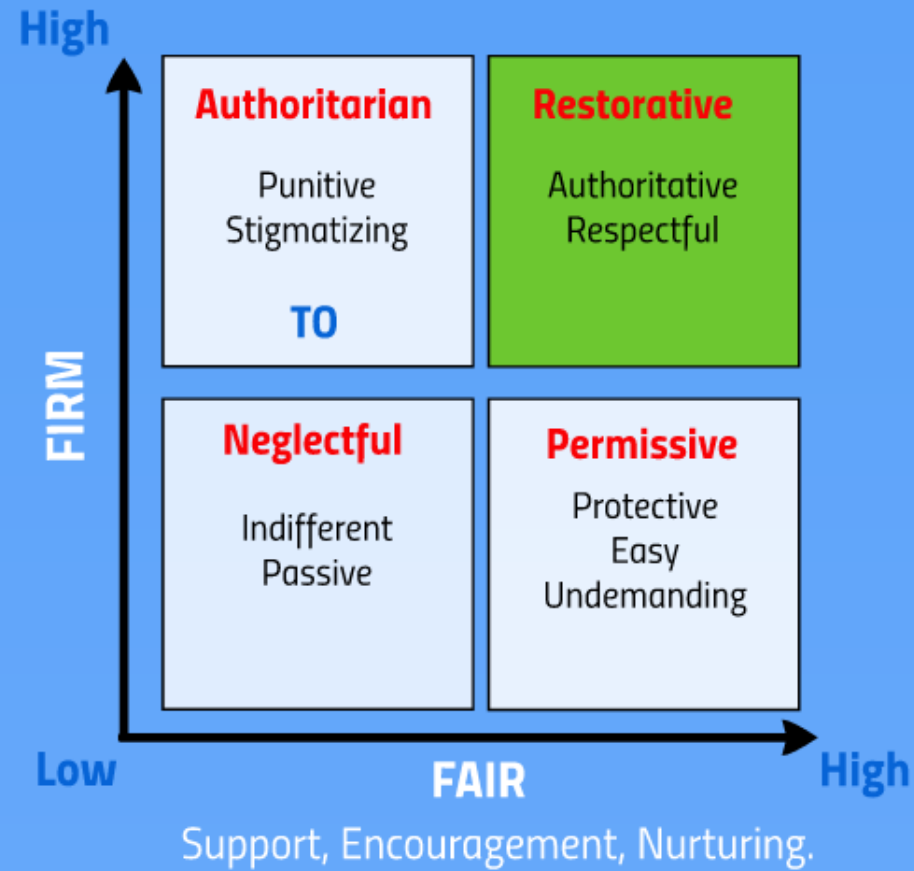
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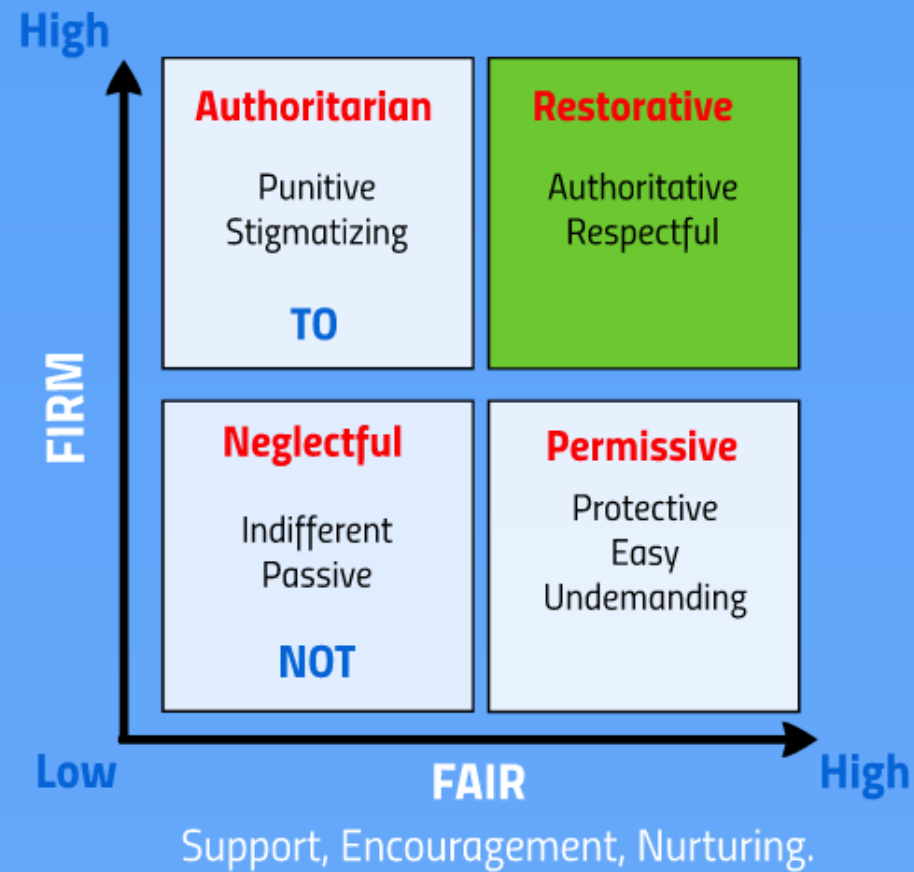
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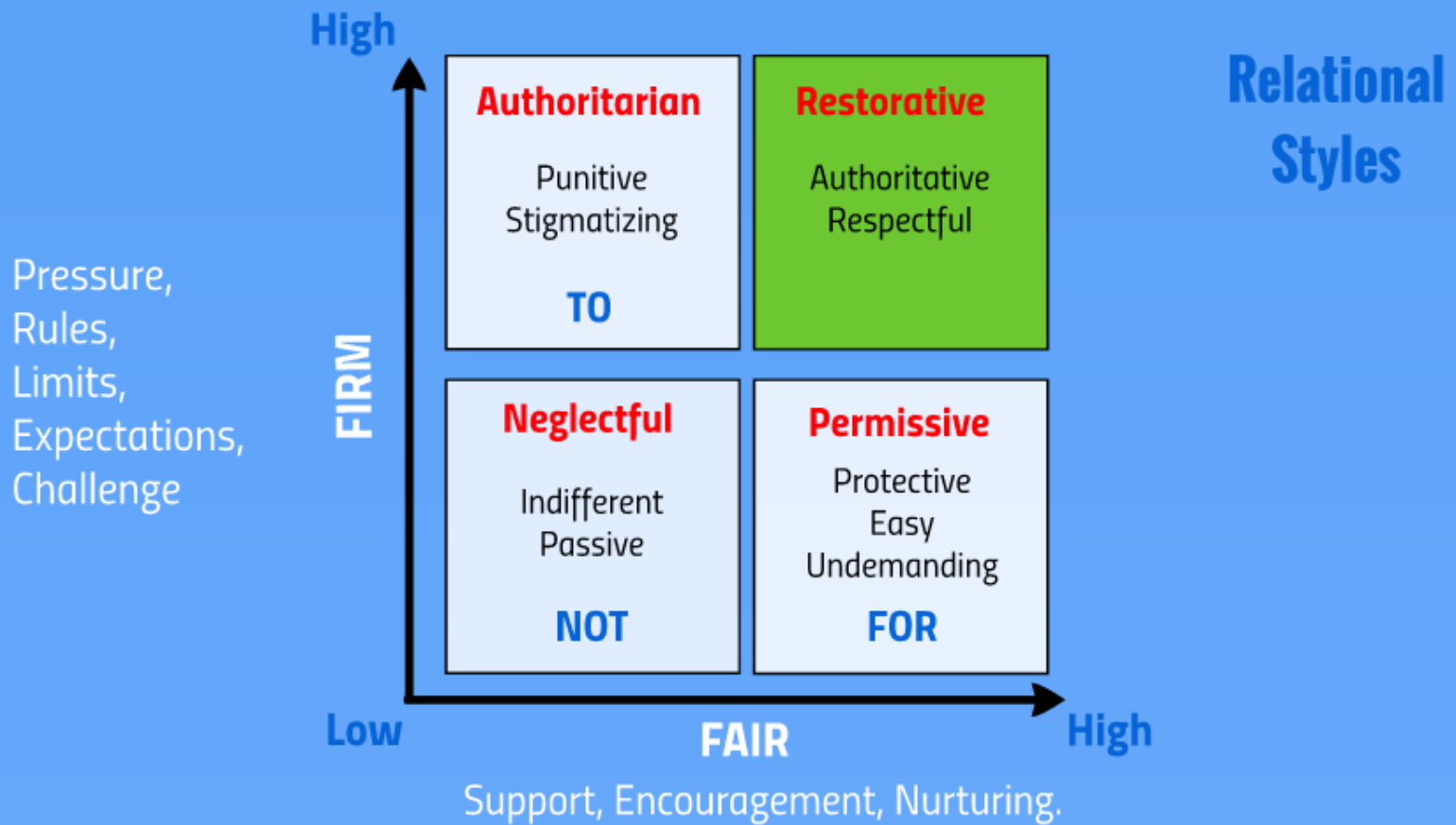
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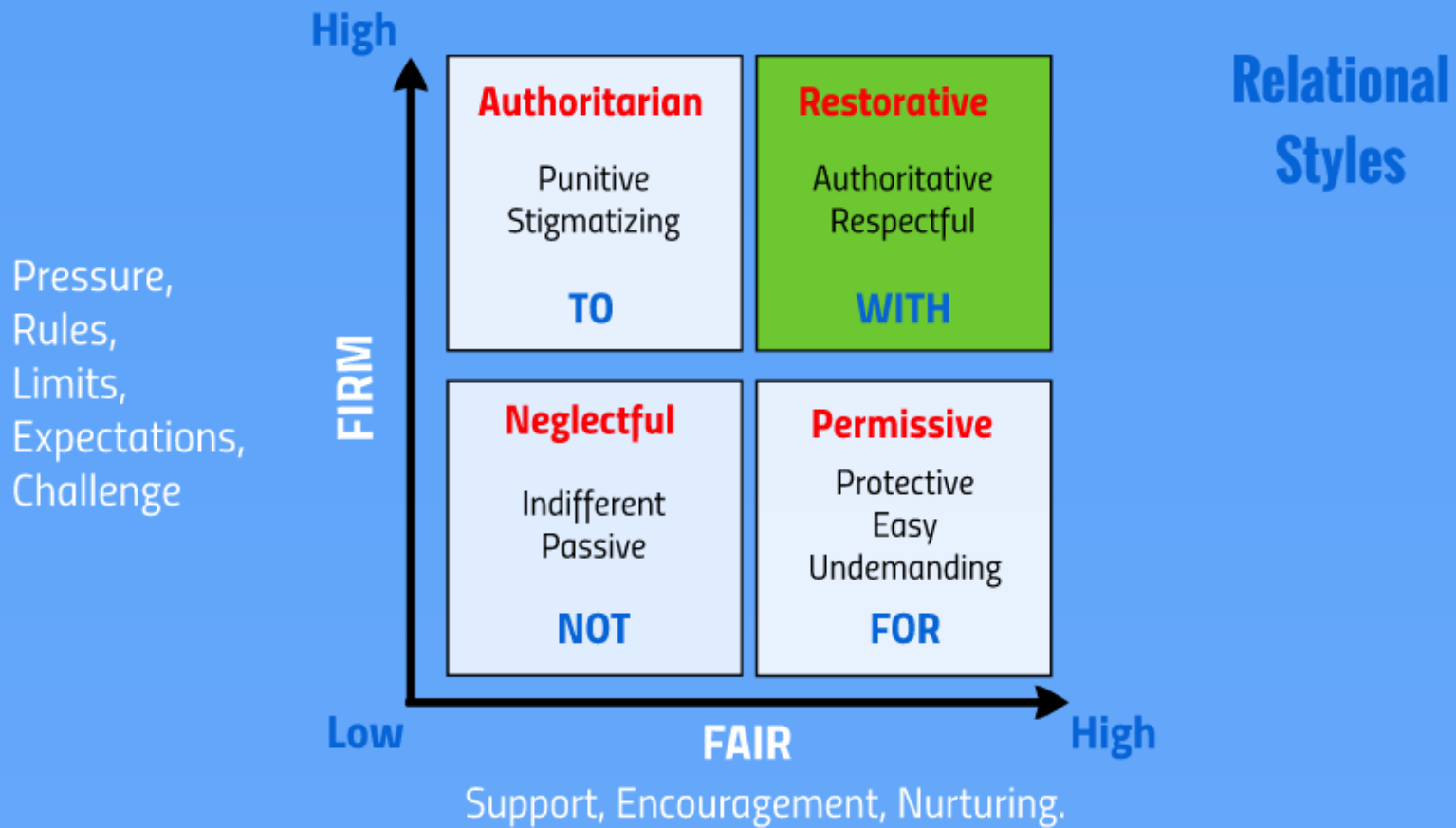
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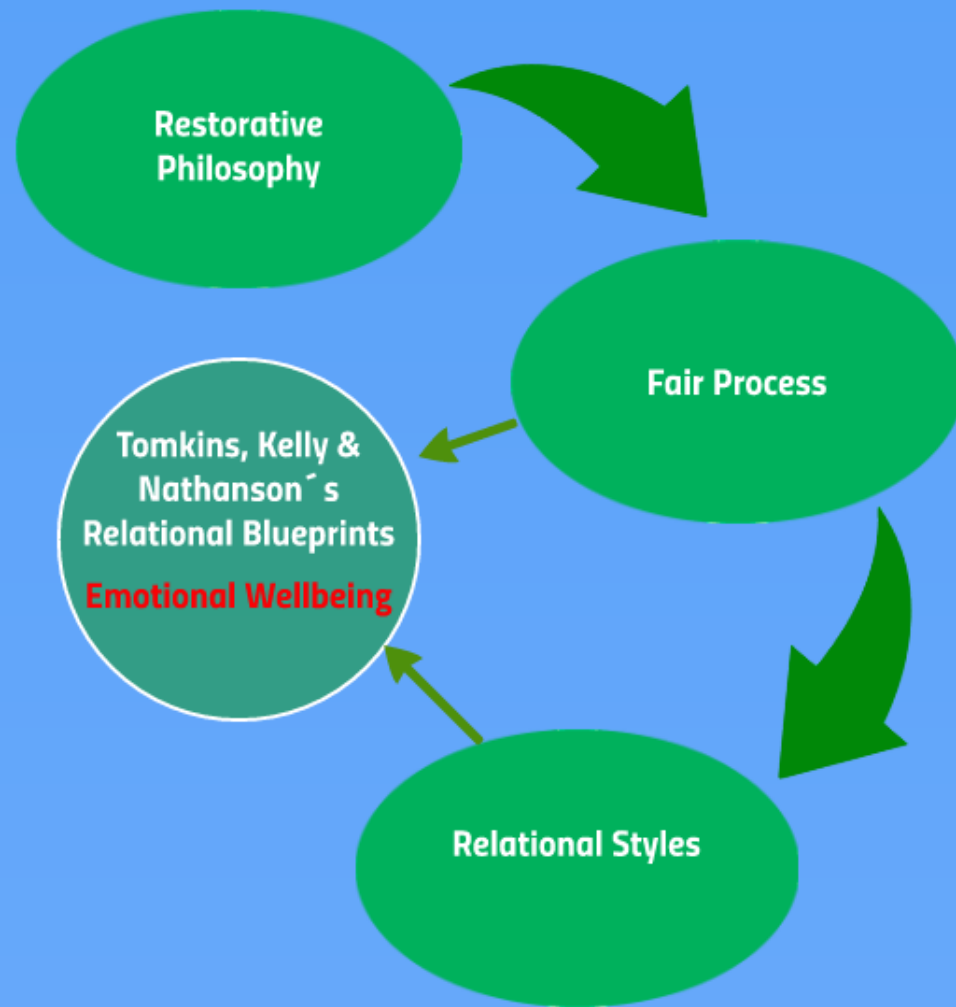
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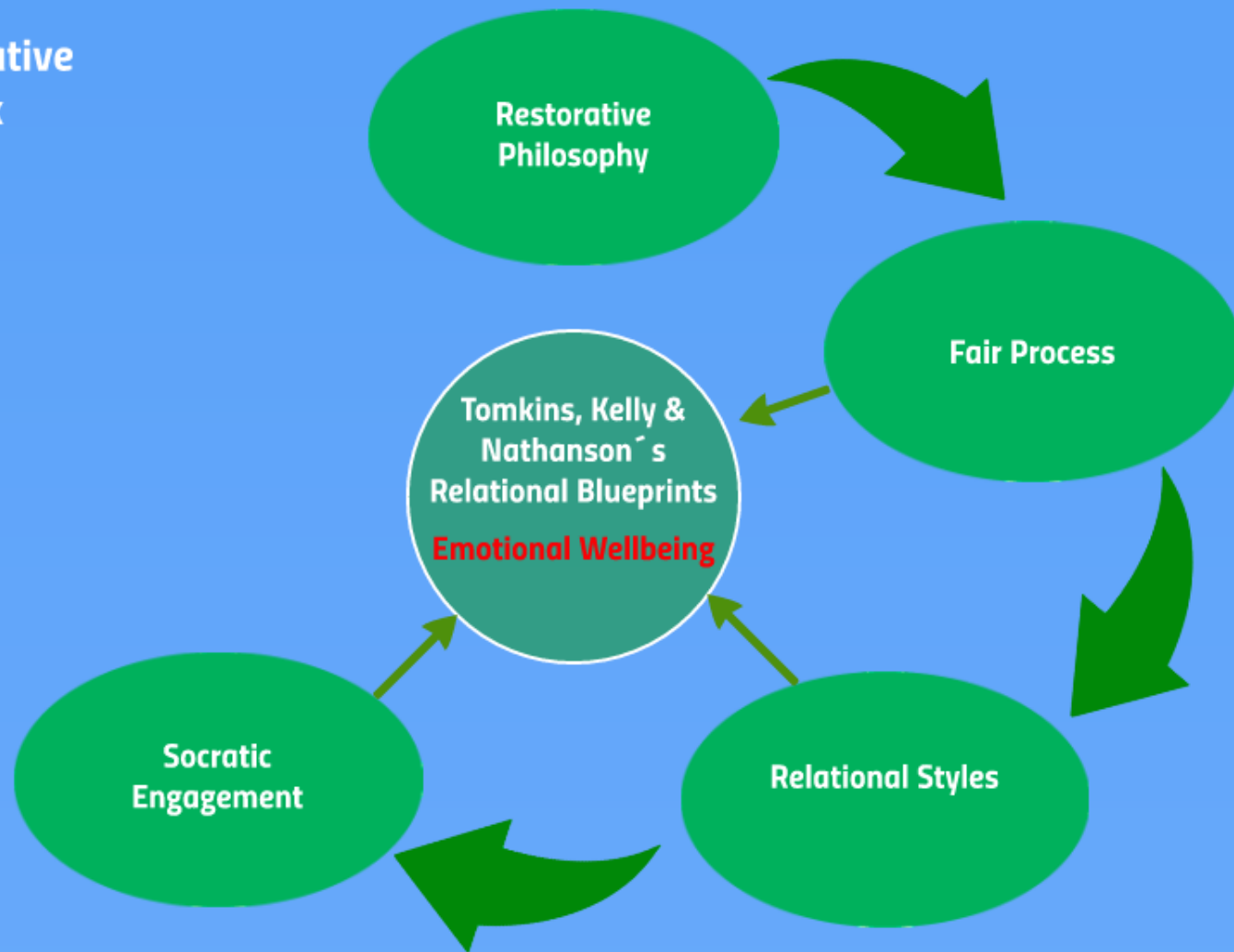
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# Explicit Restorative Framework



Dopper & O'Connell, 2015

# Explicit Restorative Framework



Dopper & O'Connell, 2015



# Socratic Engagement

# Socratic Dialogue

## Restorative Questions 1

When things go wrong



# Socratic Dialogue

## Restorative Questions 1

When things go wrong

What happened?



# Socratic Dialogue

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When things go wrong

**What happened?**

**What were you thinking at the time?**



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# Socratic Dialogue

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**In what way?**



# Socratic Dialogue

## Restorative Questions 1

When things go wrong

**What happened?**

**What were you thinking at the time?**

**What have you thought about since?**

**Who has been affected by what you did?**

**In what way?**

**What do you think you need to do to make things right?**



# Restorative Questions II

When someone has been hurt



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When someone has been hurt



**What did you think when you realised what had happened?**

# Restorative Questions II

When someone has been hurt



**What did you think when you realised what had happened?**

**What impact has this incident had on you and others?**

# Restorative Questions II



When someone has been hurt

**What did you think when you realised what had happened?**

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**What has been the hardest thing for you?**

# Restorative Questions II



**When someone has been hurt**

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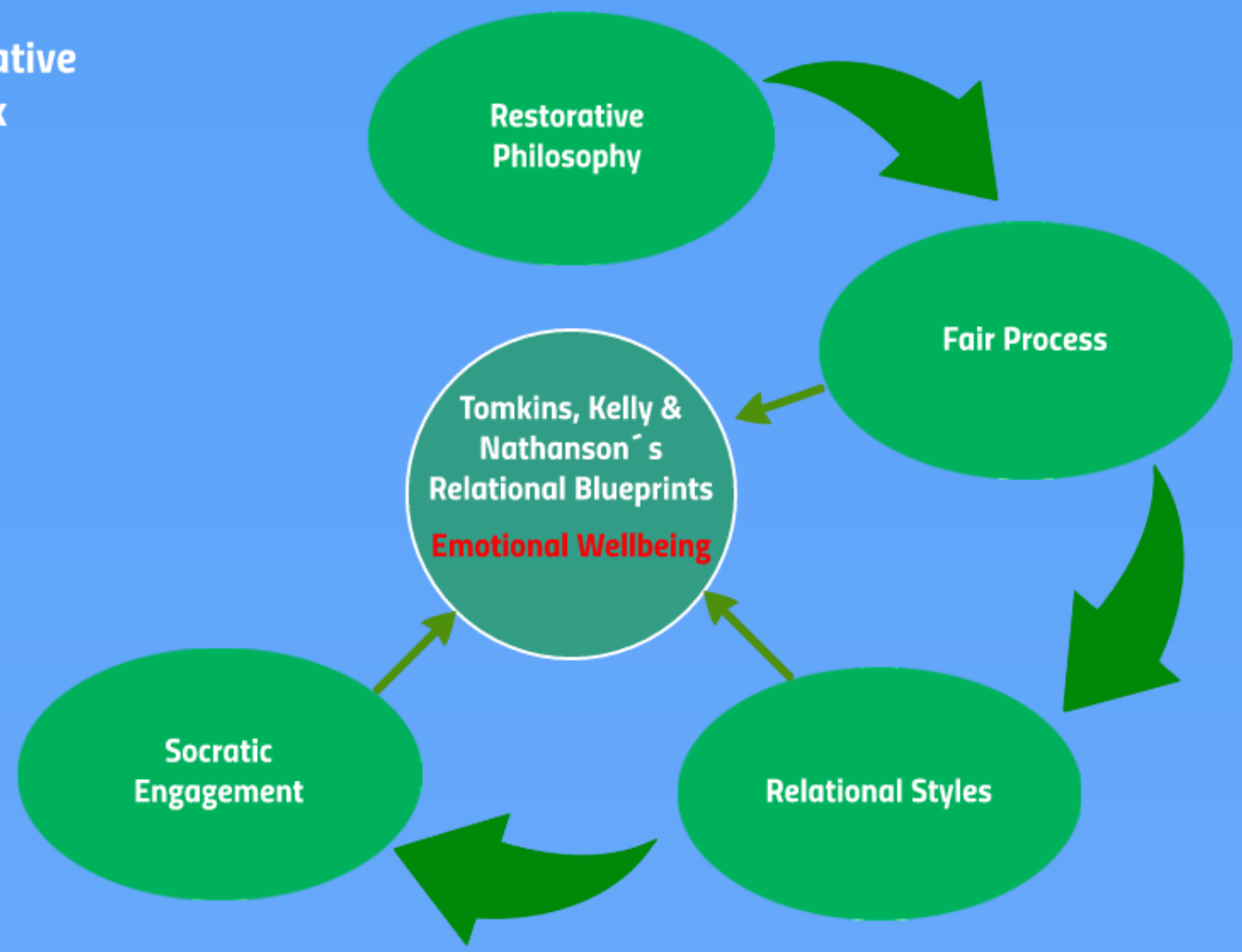
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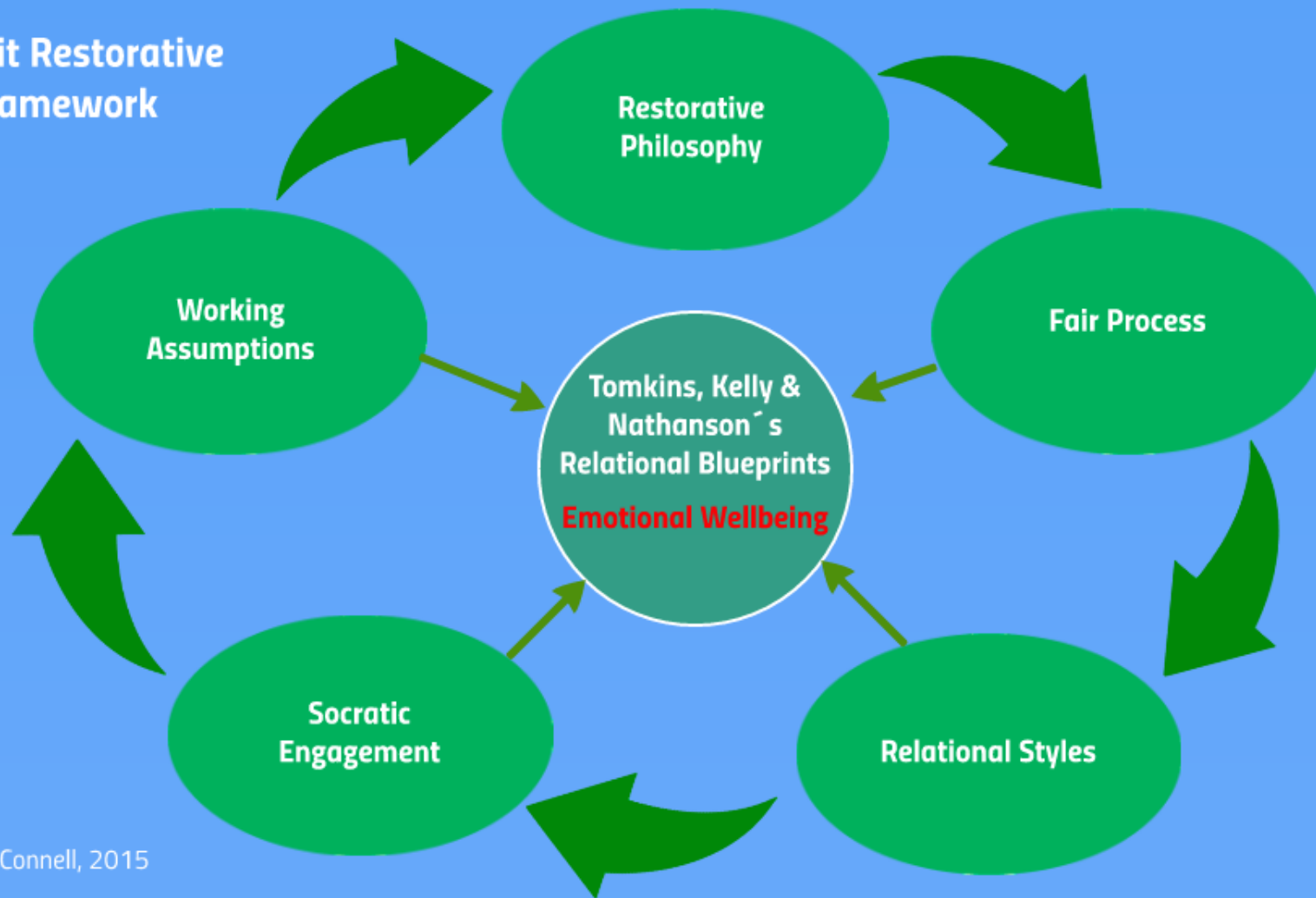


# Explicit Restorative Framework



Dopper & O'Connell, 2015

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# **Working Assumptions**

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- Silvan Tomkins' blueprint for individual psychological and emotional wellness prescribes the conditions needed for this to happen.
- The Restorative Questions developed by O'Connell [1991] provide a 'template' that help achieve these conditions.

# IDEAL OUTCOMES



**As a general rule I strive to develop the following the outcomes with every restorative process in order that those involved:**

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- are able to make sense and meaning of their lives;
- are able to identify what is most important in all that is happening;
- get to work out what needs to change and what their part will be in this change process, and importantly;
- learn how to build and sustain healthy relationships.

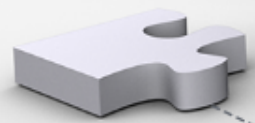
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Evidence



# Evidence

Examples of  
Success





**EXAMPLE**

- *Wagga Wagga Police Conferencing*

**EXAMPLE**

**EXAMPLE**

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- *Rozelle Public School and MacKillop Catholic Primary School*

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# Discussion

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**My hope is that our time together has :**



# My hope is that our time together has :

- Given you a deeper insight into yourself and those that matter.



# My hope is that our time together has :

- Given you a deeper insight into yourself and those that matter.
- Allowed you to make better sense of what influences your practice.



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process of helping you construct a 'practice narrative'  
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