



## RESTORATIVE PRACTICES WHANGANUI

### **'Formal Restorative Practice Facilitation in the Workplace'** an *introductory* workshop with Margaret Thorsborne

**Monday 9<sup>th</sup> & Tuesday 10<sup>th</sup> April, 2018**  
**Tuesday 28<sup>th</sup> & Wednesday 29<sup>th</sup> August, 2018**  
*Whanganui*



When relationships amongst staff, and between staff and management, are disrupted the tensions can interfere with productivity. If serious enough, this can lead to costly stress related sick leave, union issues and resignation. In the end, people simply hate coming to work.

This workshop will explore the possibilities of taking a restorative approach to solving these sorts of issues. Built on the philosophy and practice of restorative justice, this approach seeks not to punish or blame people for the difficulties, but to confront the issues from a perspective of what harm has been done, and how might that be fixed. It's a firm yet fair approach that holds both relationships and accountability at the centre of problem solving.

#### ***The two days will cover:***

- Understanding the causes of conflict in the workplace
- Exploring the restorative approach to problem-solving
- What a restorative process looks like and how it works
- What emotionally healthy relationships look like in a workplace and how they might be achieved
- Exploring a relational approach to dealing with performance issues
- Lots of opportunity to practise new skills

Margaret Thorsborne, well-known for her restorative practice work in New Zealand, is an experienced workplace facilitator who has provided this training in Australia, USA and UK. Work sectors in which these interventions have been applied include manufacturing, retail, real estate, non-profit agencies, law, information technology & science, & government agencies such as health, education, families & transport. Visit [www.thorsborne.com.au](http://www.thorsborne.com.au).

**Two day Introductory Workshop: \$350 + GST per person** (includes lunch and refreshments). Please enquire about discounts for non-profit organisations.

**Workshop Manuals: \$40 + GST** (compulsory) *An invoice will be raised on registration.*

**Venue:** TBC

**Time:** 8.30am – 4.30pm each day

#### ***Request a registration form from:***

Kristie Matson, Restorative Practices Whanganui by one of the following:  
email: [admin@restorativepracticeswhanganui.co.nz](mailto:admin@restorativepracticeswhanganui.co.nz); fax: 06 343 3459 or phone: 06 343 3648  
or download it from: [www.restorativepracticeswhanganui.co.nz](http://www.restorativepracticeswhanganui.co.nz)