



Sparking Creativity

Workplace Applications of
Restorative Practices

Linda Kligman



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*Creativity happens not with
one brilliant flash, but in a
chain reaction of many tiny
sparks.*

(Sawyer, 2017, p.8)

Structure



Rules

The Google logo is centered on a white rectangular background. It consists of the word "Google" in its signature multi-colored font: 'G' is blue, 'o' is red, 'o' is yellow, 'g' is blue, 'l' is green, and 'e' is red.A white search input field with a thin grey border and a small blue microphone icon on the right side.

Google Search

I'm Feeling Lucky

Rituals



A large, stylized green brushstroke graphic that tapers from left to right, serving as a background for the title.

Developing Skills

- Listening
- Interpersonal Skills
- Conflict Management
- Appreciating Diversity
- Courage
- Compassion
- Integrity & Trust



Group Flow

(Sawyer, 2017)

Clear Goal

Close Listening

Communication Skills

Familiarity

Meaningful Participation

Appreciate one Another

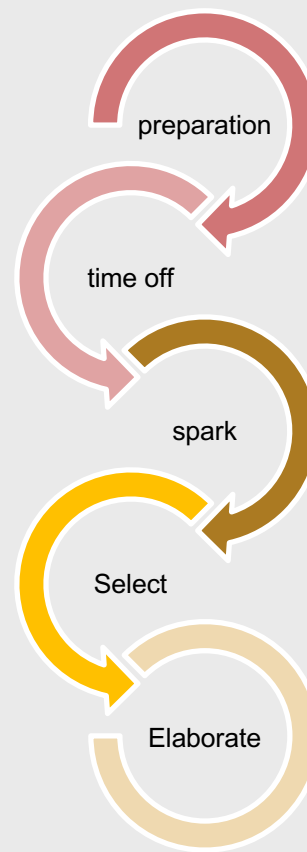


Restorative Practices Sparks Creativity

Restorative Skills	Group Flow
Listening	Close Listening
Interpersonal Skills Conflict Management	Communication Skills
Appreciating Diversity	Appreciate one Another
Courage	Familiarity
Compassion	Meaningful Participation
Integrity & Trust	Clear Goal

**The best way to
get good ideas is
to get lots of
ideas and throw
away the bad
ones.**

Linus Pauling



Innovation

(Giles, 2018, p. 58)

Breakthrough Innovation

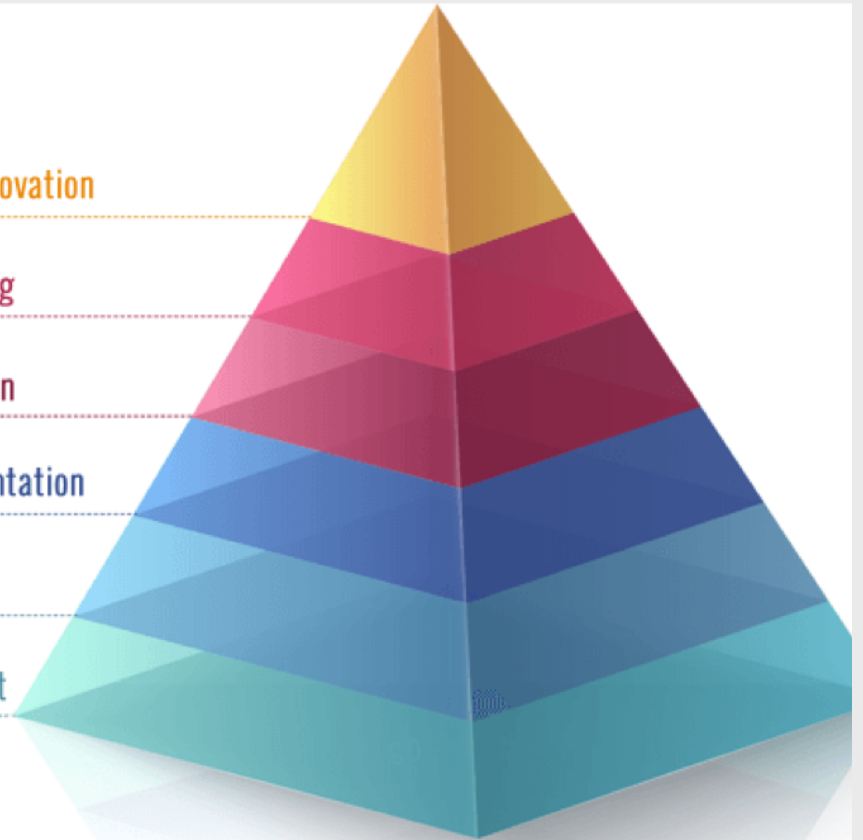
Facilitate Learning

Create Connection

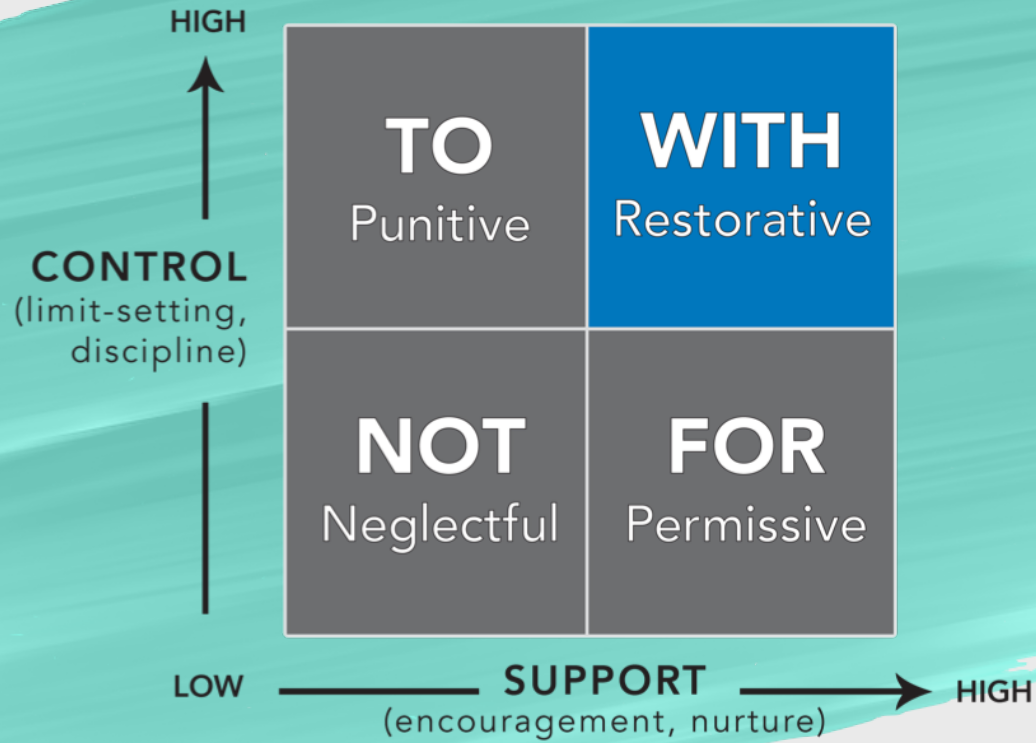
Facilitate Differentiation

Provide Safety

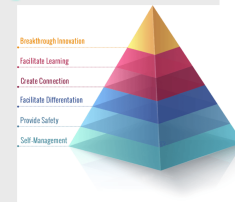
Self-Management



Social Discipline



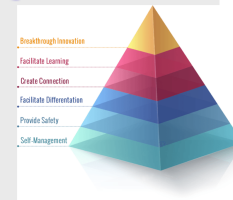
Adapted by Paul McCold and Ted Wachtel from Glaser, 1969



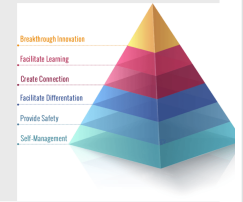
Psychological Safety

OUR BASIC CONCEPTS

- We believe that people are capable of growing and learning in their work and behavior.
- We respond to situations WITH people, not TO them, FOR them, or NOT at all.
- We separate the deed from the doer by affirming the worth of the individual while disapproving of inappropriate behavior.
- People function best in an environment that encourages free expression of emotion – minimizing the negative, maximizing the positive, but allowing people to say what is really on their minds.
- We are not expected to have all of the answers. Instead of trying to answer or act without adequate knowledge, we need to ask others for help.
- We hold each other accountable by giving and receiving feedback respectfully.
- We act as role models by admitting when we are wrong and being humble.
- We help people develop competencies rather than providing the answers for them.



Diverse Thinking



26%
more fluency

15%
more originality

Familiarity breaks
social inhibitions



Building Teams



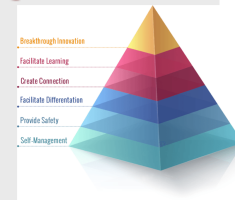
**Social
effects can
improve
cognitive
processes**

(Breslin, 2018)

Full member participation has a positive benefit on groups.



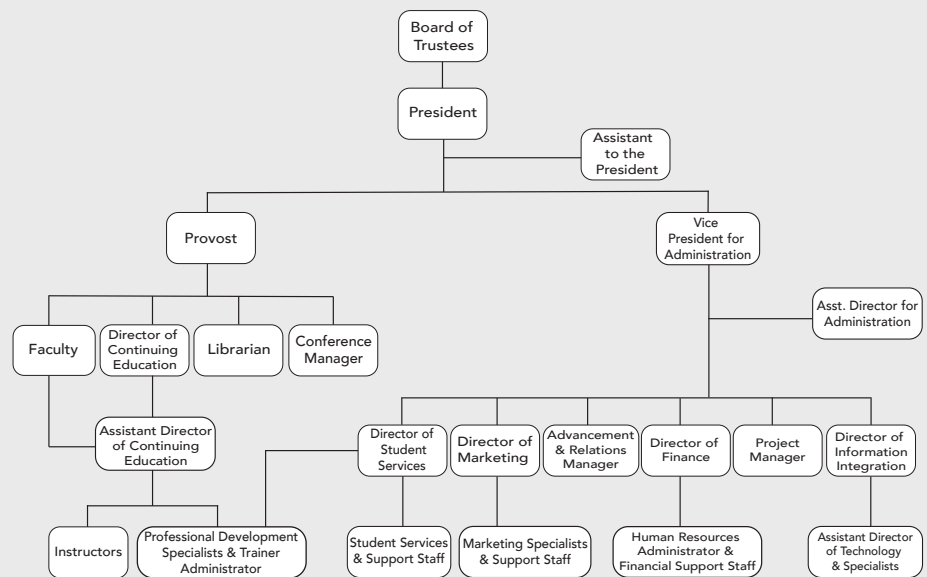
Participatory Learning and Decision Making



I have learned that in this exquisitely connected world it's never a question of critical mass it's always about critical connections

(Wheatley, 2006, p. 45)

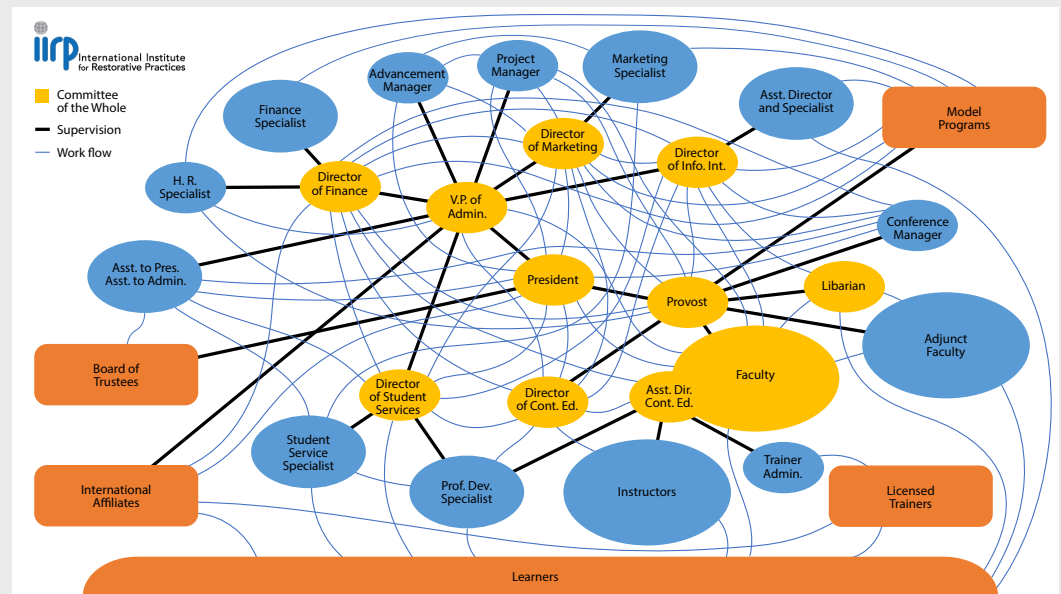
IIRP Organizational Chart



Revised: 05/02/2019

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(Wheatley, 2006, p. 45)



Positive Change



**Communicate
Collaborate
and Create!**



SATISFACTION



MEANING



HAPPINESS



SAFETY



CONNECTIONS



LEARNING



Thank You!

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