

## “Restorative Justice – A Tool for Moving Through and Beyond Disruption

2 CEU

AAMI Continuing Education

This educational seminar, “Restorative Justice – A Tool for Moving Through and Beyond Disruption” is designed for all funeral service professionals in order to learn a working knowledge of the restorative justice approach towards addressing and rebuilding relationships after there is disruption or conflict, and how this approach can be adopted into conflict management policies and response in the workplace.

110 contact hours

### **PRESENTATION OBJECTIVES AND OUTLINE**

**Course Objectives:** This workshop will orient attendees on the basics of “restorative justice” (RJ), a non-punitive and empowering tool that is used in some circumstances to address ruptured relationships after a conflict, not only among those directly involved but to the teams and organizations involved.

Attendees will learn about the origins of the RJ movement, RJ founding principles and fundamental tools. Case studies analyzing RJ when conflicts arise in teams, within a family business and in a large corporate environment will allow a discussion-based analysis of a situation in which restorative justice techniques and tools may be of use. Attendees will also be introduced to the resources and processes available to enable understanding of when and how RJ can easily be implemented, so that RJ may become an additional conflict management tool they may utilize in their own personal and professional spaces.

#### **Course Outline:**

- I. Introduction of speaker and topic
- II. History and current applications
- III. What is RJ? Terminology and fundamental principles
- IV. Overview
  - a. Mediation versus RJ: when is / isn't RJ appropriate?
  - b. RJ techniques and tools
  - c. Organizational application of RJ techniques and tools
- V. What would you do? Case studies:
  - a. Team on small business (<100 employees)
  - b. Family business
  - c. Large organization
- VI. Application
  - a. Adaption into personal and professional spaces
- VII. Questions and Answers
- VIII. Conclusion