POSiTIVE iNTERACTiON

Facilitating to set relations right

ONE-DAY WORKSHOP

Presenters: **Dr David Moore** and **Dr Alikki Vernon**
University College, Melbourne University
Dates: **Wednesday 18th August 2027**
Time: **9:30am – 5:00pm**

RESTORATIVE PRACTICE for PSYCHOLOGICAL SAFETY in the WORKPLACE

The concept of *psychological safety* was developed in management theory to describe the *reduction of interpersonal risk in a group*. It is a useful concept – but widely misused to describe the experience of *not being comfortable with being uncomfortable*.

The most common sources of workplace conflict are (i) *scheduling*, (ii) *managing performance*, and (iii) the nature of working *relationships* and the work *environment*. When *discomfort* is conflated with *danger,* a growing number of conflicts remain unresolved – which can make a workplace *less safe*. Familiar symptoms of unresolved workplace conflict include sickness, burnout, and excessive staff turnover. These are not solely issues of individual psychology; they indicate a lack of *systems* for supporting colleagues to review and improve how they work together.

The most *widely-used* contemporary 'treatments' for unresolved conflict around scheduling, performance and the work environment are *investigation*, *counselling* &/or *mediation* - or an external *cultural review*. However, the most *effective* 'treatments' address underlying causes, *proactively*: the people *in* the culture are supported to *review-and-improve* the culture.

The workshop will explain how the effective communication processes-and-techniques that constitute restorative practices can support a work team *continuously to review, fine-tune, & align* workplace *relations* and improve work *systems*. The workshop provides participants opportunities to refine key skills of holding individual *conversations*, facilitating group *meetings,* and providing coaching *feedback*, as foundational elements of *a system for improving systems*.

1-day Workshop fee: $550

The workshop is fully catered.

For further information, and for registration and payment details, please contact Alikki Vernon: alikki@alikkiv.com.au