



Indigenous Workplace Solutions, LLC

Weaving Respect, Accountability and Harmony into Every Workplace

Frequently Asked Questions (FAQs) about Restoring the Circle™

1. What is Restoring the Circle™?

Restoring the Circle allows for three or more Relative Participants of an organization to use a neutral third person called a Facilitator, to help them explore ways to resolve their group differences and reach an agreement that best addresses the best interests of the organization. This is a voluntary process, unless otherwise indicated by their management, who may deem it mandatory. All relatives must be willing to actively work together through the presented issues. Decisions are mutually agreed upon by all parties, the I.W.S. Facilitator does not make decisions for the parties. It is the relatives themselves who decide what is important to each of them and make decisions based on those factors. The I.W.S. Facilitator helps the relatives become decision-makers by understanding and listening to each and working toward solutions to address their concerns.

2. Why should our Organization consider using Restoring the Circle™?

- Helps resolve disputes using Indigenous led and culturally grounded methods of restoring harmony to the workplace.
- Helps Relative Participants communicate with each other in a harmonious manner.
- Helps rebuild and strengthen relationships.
- Helps the Relative Participants develop realistic and mutually satisfying solutions for the betterment of the work community.
- Allows Relative Participants involved to control the results reached.
- Allows Relative Participants affected to work toward healing, solutions and compromises.

3. Who will be present at the Mediation session?

One of the reasons why disputes are often difficult to resolve is that the key parties stop communicating effectively. The Mediation session allows for direct exchange between the parties, and it is therefore essential that both parties be present as they are the primary participants. The I.W.S. Facilitator (s) will be present, who are fair, neutral and impartial third parties, trained to assist in mediation.

4. What is expected at a Restoring the Circle™ session?

Relatives must be willing to work toward a compromise, and each party should come prepared to resolve any dispute in a respectful. It requires each party to listen to one another and to attempt to understand the other party's position. Relatives should be prepared to share what they wish to accomplish for the betterment of the organization. Each party will have the opportunity to voice concerns and to speak without interruption.

5. Are the sessions confidential?

Yes, the I.W.S. Facilitator will protect the confidentiality of the parties and the process. The sessions and all information disclosed during the session are confidential. Before the process begins all relatives must agree to confidentiality and will be asked to sign Agreement to Resolve which does contain the confidentiality clause.

6. What happens if the matter are not resolved?

If the matter is not resolved by the Restoring the Circle™ process all parties can still use traditional methods of resolving disputes which can be discussed further with their Human Resources Department or their chain of command.

7. How can mediation be mandated?

A review of the organizations' policies and procedures would best determine if this were possible. For instance, an employee's refusal to participate in the process may constitute as insubordination, as management would be acting upon the best interests of the program, department/ organization.

For more information, contact the Indigenous Workplace Solutions, LLC.