

Healing Centered Restorative Engagement for Businesses

Since the COVID-19 global pandemic, the need for employers to respond nimbly to the health and well-being of their employees has grown. Recent business trends, like The Great Resignation where 47 million individuals quit, and Quit Quitting which may impact up to 50% of workers, have changed work.

Employees now expect that their overall well-being, i.e., physical, mental, and financial, will inform organizational decision-making and work culture, or they become disengaged. Disengagement places yet more pressure and stress on businesses, impacts productivity, and prevents organizations from meeting goals. Simply put, the future of work will prioritize wellness and opportunity for growth.

About

Healing Centered Restorative Engagement (HCRE) proactively supports the well-being of employees, employers, administrators, and businesses. Designed to be implemented at all levels of an organization and viewed as a mutually beneficial process, well-being is viewed as a core value that drives organizational productivity and success.

Developed by two university professors, Dr. Tracy Hall and Dr. Jess Camp, HCRE builds on the latest evidence-based organizational well-being theories and is grounded in such social sciences as trauma-informed care, restorative practices, and alternative administrative theory and practices. Beyond offering traditional training techniques, HCRE consultants work with teams to: create work culture changes that foster well-being; catalyze creative problem-solving; and improve overall team communication.

Teams are taught how to work with emotions, conflict, harm, and interpersonal challenges in ways that promote the diversity of ideas, address healthy conflict, and encourage teams to use their strengths and creativity to maximize progress towards organizational and personal goals. Furthermore, they learn how to proactively recognize and respond to workplace stress in ways that promote well-being for work teams.

Businesses that utilize HCRE approaches prioritize relationship over content, recognizing that creativity and innovation are built on the bedrock of connection and collaboration, and can nimbly respond to disruptions in the marketplace by drawing on the skills and talents of their highly engaged workforce.

HCRE Practices

- Are grounded on strengths and values-based relationship construction which are core to the business (transparency, integrity, open communication, etc.).
- Lift up inclusive and equitable practices to ensure that the best solutions are created and implemented.
- Prioritize employee and organizational well-being through techniques such as check-ins and check-outs.
- Ensure everyone and every position contributes to the success of the whole and understands their contribution is highly valued no matter what their role.
- Catalyze the creation of a positive work environment/culture.
- Encourage collaborative management of employee performance (moving away from traditional top/down supervision to mentor-coaching approaches).
- Emphasize work-life balance; employees focus on organization as well as personal well-being.

HCRE Impact

- Increased creativity and innovation lead to higher rates of return on investment.
- Moves from responsive and reactive to proactive.
- Creates greater spaces for innovation and creativity.
- Increases the likelihood of retaining employees who are happier and more connected to opportunity.
- Engages employees in a collaborative manner that inspires increased levels of commitment and engagement (loyalty) with the business.
- Can be more nimble in response to disruption.

HCRE Outcomes

- A more resilient and robust workforce.
- Decreased turnover resulting in fewer human resources costs over the long run.
- Better organization-wide communication.
- Higher rates of well-being, productivity, and connections to opportunity.
- A more highly engaged and happy workforce; employees know that their opinions matter.



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