

Online Course & Intensive  
Jan 24, 2023 -Dec 18, 2024  
4th Wednesdays 11-1 pm CST  
& July 22-26, 2024

Content Course:  
**Restorative Leadership™  
Coaching & Development  
(with Restorative Family  
Mediation™)**

Lisa J. Welter, MATL  
Course Instructor  
The Katallasso Group

## **Restorative Leadership™ Coaching & Development Program (with Restorative Family Mediation™ training)**

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This course provides an immersive introduction, practice, and integration of the philosophy and practice of Restorative Leadership™ for today's emerging leaders. It also equips leaders of all kinds (from parents to executive leaders in any industry) to address conflict healthily in our certified Restorative Family Mediation™ 40-hour alternative dispute resolution training by the Minnesota State Court Administrator, ADR Program. Students completing this course can apply for MN Rule 114 Qualified Neutral status.

This 70-hour course includes

- 30 hours of Restorative Leadership™ Coaching & Development,
- 40 hours of Restorative Family Mediation™ Training,

### **Course Description & Introduction:**

This course offers students an immersive experience for personal leadership development and transformation, skill building to become a restorative facilitator for all work, school, or home environments, and a trained family mediator.

Students will start the course and join an immersive restorative environment to understand well-differentiated, non-anxious leadership traits and restorative leadership practices. 2-hour monthly teaching, coaching, and mentoring occur in our online Zoom video calls on 4th Wednesdays from 11 a.m. to 1 p.m. CST, and students will walk with their cohort for an entire year. Restorative Leadership™ coaching and development focuses on your leadership responses in the following areas:

- The Basics of Restorative Leadership
- Taking responsibility for Cultural Competency & Biases

- Your Household & Family Life
- Self-Leadership - Being a better, non-anxious leader (and not a stressed out leader!)
- Support & Accountability Environments
- Environments designed for Healing & Grief
- Environments designed to address harm in families (August-December)
  - Restorative Work & Team Environments for Family Providers
  - Child Welfare Context
  - Truancy/Absenteeism
  - Youth Interventions

In July, the Restorative Leadership™ coaching and development module expands to add conflict resolution practices by introducing students to the Restorative Family Mediation™ training of this course. Students will learn the state justice practices of mediation and encourage thoughtful reflection on justice and alternative dispute resolution processes from a family relationship-focused perspective.

Over the one-week online intensive 40-hour training scheduled for July 22-26, students will learn the following:

- The priorities and expectations of a neutral, including cultural competency and elimination of bias, and how to safeguard and protect the mediation environment from power imbalances.
- 4 hours of conflict resolution theory, the mediation process, ADR statutes & Rule 114, and The Art of Neutrality (including case studies, teaching, and group discussion)
- 4 hours of Psychological Issues related to separation and divorce, family dynamics (including case studies, teaching, group discussion, and roleplay),
- 4 hours of the issues and needs of children in divorce (Psychological issues facing children in divorce/separation through teaching, case studies, group discussion, and roleplay),
- 6 hours of family law issues for family mediation (parenting time, visitation, assets/debt distribution/valuation, custody, child and spousal support, and tax issues). This includes teaching, group discussion, and roleplay.
- 5 hours of Family Budget and Finances (Family economics, Economics and Mediation, Budgeting for the Future, Case Studies, and Roleplay)
- 2 hours of Ethics, Self-Determination of Parties, the role of mediators and parties attorneys in facilitative process, parties' rights to terminate process, and prohibition of mediators giving legal advice. (Ethical Standards, Party Self-Determination and Safeguarding/Protecting Mediation environments, Rule 114 Code of Ethics, and Role of Mediator vs Party Attorneys in Mediation, Group Discussion)
- 2 hours of Domestic Abuse (General Overview), Legal Definitions, Dynamics of Abusive Relationships, and types of power imbalance (includes teaching, case studies, and statistics)
- 3 hours of Domestic Abuse Screening in Simulation and Roleplay (Includes Common barriers of abusers, indicators of abuse, questionnaires and assessments to determine abuse, techniques for power imbalances including caucus, fishbowl, and community-based options with group discussion and roleplay).

- 1 hour of legal issues related to Domestic Abuse cases (teaching, group discussion)
- This course portion is certified and approved by the MN State Court Administration Office for Rule 114 Roster (Family Facilitative/Hybrid Status). Students completing the course can apply for Rule 114 Qualified Neutral status.

The Restorative Leadership™ coaching and development continues in August through December with conflict-focused topics mentioned above:

- Environments designed to address harm in families (August-December)
  - How to work in professional teams
  - Child Welfare Context
  - Truancy & Absenteeism
  - Youth Interventions

### **Training Outcomes for Restorative Leadership™ with Restorative Family Mediation™:**

The Restorative Leadership™ coaching and development section of our training is designed for leaders willing to engage in restorative practices and processes for families and groups of people in conflict through a rigorous and immersive academic environment, experiential learning, and personal coaching/development that will:

1. Enable them to pragmatically engage a new leadership muscle using restorative skill sets with family, the workplace, leadership positions, and the broader community to influence and uphold the common good by living and leading well.
2. Support individual growth towards becoming a non-anxious leader.
3. Develop non-coercive circle environments safe for vulnerable populations with community-based processes to address harm, healing, grief, and celebration.
4. Cultivate and apply the basic restorative principles and emerge as a developing restorative leader who responds to family or workplace needs in culturally sensitive and value-driven ways.
5. Produce personal integration of restorative leadership techniques to engage any group of people in relationship-strengthening, support, team-building, accountability, and even high-conflict scenarios effectively.

The addition of Restorative Family Mediation™ training is designed for leaders willing to engage in alternative dispute resolution processes for families in conflict through a rigorous academic environment, experiential learning, and coaching/development that will:

1. Enable them to engage in mediation skill sets with families pragmatically.
2. Address these challenges as a neutral facilitator safeguarding parties' self-determination without bias.
3. Develop non-coercive mediation environments safe for vulnerable populations such as domestic abuse survivors.
4. Cultivate mediation practices that will support individuals and families in culturally sensitive ways.

5. Produce personal integration of restorative leadership techniques to engage high-conflict scenarios effectively.
6. Demonstrate competency in neutral facilitation and ethical standards through role-playing mediation scenarios and internships with mediator mentors.
7. Prepare students to file for “Qualified Neutral” status as a *Family Facilitative/Hybrid* under Rule 114 if they wish.

**Course Objectives:** By the end of this course, students should be able to...

1. Engage the unique focus of restorative leadership practices.
2. Identify and implement the circle process through various roleplay scenarios.
3. Practice restorative leadership from a value-based perspective.
4. Manifest a growing appreciation for one’s capacity for self-awareness and responsibility as a neutral facilitator.
5. Engage the unique focus of restorative family mediation practices.
6. Identify and implement the ethical and statutory standards of Rule 114.
7. Safeguard self-determination in mediation settings with power imbalances using restorative mediation strategies: caucus, fishbowl, and community-based.
8. Manifest a growing appreciation for one’s capacity for self-awareness and responsibility (especially concerning a non-anxious leadership presence, cultural competency, and bias) as a neutral facilitator.
9. Successfully prepare, engage, and complete a mediation process under the direct supervision of a mediator mentor for a family conflict in accordance with the RFM program.

**Required Course Books, Articles, & Materials: (All materials come with registration except *A Failure of Nerve* by Edwin Friedman - you must purchase this book before class start.)**

\*\*Friedman, Edwin H., Margaret M. Treadwell, and Edward W. Beal. *A Failure of Nerve : Leadership in the Age of the Quick Fix*. Edited by Margaret M. Treadwell and Edward W. Beal. 10th anniversary revised edition. New York: Church Publishing, 2017.

**(Please purchase)**

Friedman, Edwin H. *Reinventing Leadership*. New York: NY Guilford Publications, 1996.

Konieczny, Jennifer & Lisa Welter. *Practice in a Box*, St. Paul, MN: The Katallasso Group (2023).

Lundberg, Shelly, and Pollak Robert A. The American Family and Family Economics. *Journal of Economic Perspectives* Vol. 21, 2 (Spring 2007): 3–26.

Minnesota ADR Program, *Alternative Dispute Resolution: ADR in the Minnesota State Court System*, (March 2020)  
[https://mncourts.gov/mncourtsgov/media/scao\\_library/ADR/ADR\\_Info\\_Sheet.pdf](https://mncourts.gov/mncourtsgov/media/scao_library/ADR/ADR_Info_Sheet.pdf)

Minnesota Judicial Branch. Child-Focused Parenting Time Guide. *Minnesota State Court Administrator Office* (2019): 1-55.

Regina, Wayne F. *Applying Family Systems Theory in Mediation: A Practitioner's Guide*. Lanham: UPA, 2011. Chapter 3-4.

Singletary, Britt, Kammi K Schmeer, Kelly M Purtell, Robin C Sayers, Laura M Justice, Tzu Jung Lin, and Hui Jiang. "Understanding Family Life During the COVID-19 Shutdown." *Family Relations* 71, no. 2 (2022): 475–493.

Welsh, Nancy, "The Thinning Vision of Self-Determination in Court Connected Mediation: The Inevitable Price of Institutionalization?" *Harvard Negotiation Law Review*, Vol. 6 (2001b):1-94.

Welter, Lisa J. *Restorative Family Mediation Training Manual 5th Edition* St. Paul, MN: The Katallasso Group (2023).

### **Program Technology:**

Students will engage our online platforms to access course materials and resources.

### **Course Requirements:**

#### ***Course Reading***

Course reading focuses on *A Failure of Nerve* by Edwin Friedman for the first six months. The Restorative Family Mediation™ training module includes all other materials for course reading.

#### ***Course Lectures***

Occasionally, students listen to audio or video lectures throughout Restorative Leadership™ coaching and development. This is at the trainer's discretion and will be supervised by the trainer.

#### ***Monthly Homework for 4th Wednesdays Coaching/Development***

Students can expect to have book reading between monthly cohort immersive experiences. Out-of-class assignments will be provided for students to begin practicing skills at home or work.

### ***Course Intensive: Restorative Family Mediation™ 40-hour training***

*July 22-26, 2024*

*5-day live online teaching, group discussion, and role-playing with coaching and development (via Zoom)*

Students will be required to participate in group discussions and participate and co-facilitate in role-playing scenarios. Restorative mediation techniques include caucus, fishbowl, and community-based strategies. Mediation scenarios are related to family conflict (primarily in a marital dissolution process and terms, domestic violence, post-decree issues, and some child welfare) with instructor coaching and feedback. Students will design mediation agendas and roleplay scenarios as co-mediators.

Because this is a professional certificate approved by the Minnesota State Court Administrative Office, you must engage fully in the 40 hours of live training to receive a certificate. The intensive, in conjunction with assigned homework outside of class for Modules 1, 2, and 4, becomes a central place for integrating as a neutral facilitator of the mediation certificate.

### ***Intensive Homework and Practice in a Box***

Students will receive supplemental video lectures, audio, and reading materials for homework related to Modules 1, 2, and 4 two weeks before the RFM intensive. A Practice-in-a-Box is provided to every student. Students should familiarize themselves with the content of the PIAB digital mega-file. These resources will require outside classroom time beyond the 40-hour training.

Show up for Days 1-5 well-prepared for group discussions. Come having thoroughly engaged the course resources. Bring your reflections from these resources to the group discussions in a highly integrative manner of synthesized reflection.

### **General Course Expectations & Policies:**

This course requires a live video camera and audio during synchronous learning and role-playing. Certification will not be awarded to students failing to complete the 40 hours of this Restorative Family Mediation™ course scheduled for July 22-26, 2024.

The Katallasso Group intends to create a safe learning environment for all students and reserves the right to remove students disrupting the safety of the learning environment.

**Attendance & Fee Policies:**

This course has two modules within a year-long format. Restorative Leadership™ coaching and development is 30 hours total, and a formal ADR training: Restorative Family Mediation™ training is 40 hours total.

Students must attend all 40 hours of Restorative Family Mediation™ training to be approved for certification for Rule 114 Qualified Neutral status.

**30-HOUR RESTORATIVE LEADERSHIP COACHING & DEVELOPMENT AGENDA**

January 24 - Dec 18, 2024, 2022

LIVE VIA ZOOM

<b>Date/Time:</b>	<b>Training Agenda</b>
Wed., Jan. 24, 2024, 11-1 pm CST	The Basics of Restorative Leadership
Wed., Feb. 28, 2024, 11-1 pm CST	Self-Leadership - Being a better, non-anxious leader, cultural competency/bias
Wed., Mar. 27, 2024, Independent Study & Practice	Your Household & Family Life
Wed., Apr. 26, 2024, 9-1 pm CST	Restorative Leadership Conference
Wed., May 22, 2024, 11-1 pm CST	Building Support & Accountability Environments
Wed., Jun 26, 2024, 11-1 pm CST	Building Environments for Grief, Loss, & Healing
July 22-26, 2024, 7:30 am-5:30 pm CST	Intensive Week: RFM™ 40-hr training
Wed., Aug. 28, 2024, 11-1 pm CST	Environments designed to address harm in families <ul style="list-style-type: none"><li>• Truancy &amp; Absenteeism</li></ul>
Wed., Sept. 25, 2024, Independent Study & Practice	Environments designed to address harm in families <ul style="list-style-type: none"><li>• Work &amp; Team Restorative Environments</li></ul>

Wed., Oct. 23, 2024, 11-1 pm CST	Environments designed to address harm in families <ul style="list-style-type: none"> <li>• Child Welfare</li> </ul>
Wed., Nov. 27, 2024, 11-1 pm CST	Environments designed to address harm in families <ul style="list-style-type: none"> <li>• Youth Interventions</li> </ul>
Wed., Dec. 18, 2024, 9-1 pm CST	Retreat Day: Restorative Leadership Review & Celebration

**40-HOUR RESTORATIVE FAMILY MEDIATION TRAINING**  
July 22-26, 2024, 2022  
LIVE VIA ZOOM



<b>Date/Time:</b>	<b>Training Agenda</b>
<p style="text-align: center;">Day 1</p> <p>7:30 am-12:00 pm CST</p> <p style="text-align: center;">Lunch – 1 hr</p> <p>1:00-5:30 pm CST</p>	<p>Conflict defined; Mediation defined; Theory of Conflict Resolution &amp; Methods, Conflict Management and Mediation Process; MN ADR Statute &amp; Rule 114, Intercultural Conflict Causes &amp; Styles, Mediator Role &amp; Biases</p> <p>-----</p> <p>Psychological Issues related to Separation &amp; Divorce, Family Dynamics &amp; Highly Anxious Family Systems; Well-Differentiated Leadership &amp; Triangulation; &amp; Group Discussion</p>
<p style="text-align: center;">Day 2</p> <p>7:30 am-12:00 pm CST</p> <p style="text-align: center;">Lunch – 1 hr</p> <p>1:00-5:30 pm CST</p>	<p>Mediation Process w/ Restorative Practices; Ethics: Self-Determination; Mediator Roles vs. Parties' Counsel in Mediation; Assumptions of Mediation (Prohibiting mediators giving legal advice, Parties' right to terminate, Positions vs. Interests); Role Play</p> <p>-----</p> <p>Psychological Issues &amp; Needs Facing Children In Divorce; Case Studies, Group Discussion, and Role Play</p>
<p style="text-align: center;">Day 3</p> <p>7:30 am-12:00 pm CST</p> <p style="text-align: center;">Lunch break – 1hr</p> <p>1:00 pm-5:30 pm CST</p>	<p>Family Law: Custody &amp; Parenting Time, Visitation; Case Studies and Role Play</p> <p>-----</p> <p>Child &amp; Spousal Support, Asset Distribution &amp; Valuation, and Tax/Legal Issues; Case Studies &amp; Role Play</p> <p>Family Economics: Budgeting for the Future; Finances; Case study of family dispute; Role Play and Group Discussion</p>

<p>Day 4</p> <p>7:30 am-12:00 pm CST</p> <p>Lunch break – 1hr</p> <p>1:00 pm-5:30 pm CST</p>	<p>Family Economics, Budget, and Mediation; Division of Property/Assets/Debts Case Studies; Role Play and Group Discussion (3hrs)</p> <p>Ethics: Elimination of Bias; Cultural Competency; &amp; Self-Determination with Quiz</p> <p>-----</p> <p>Domestic Abuse Definition &amp; Issues, Common behaviors of abusers; Indicators of Abuse; Recognizing Power Imbalances</p> <p>Legal Issues related to DV cases; Case Studies, and techniques to maintain safety &amp; eliminate power imbalances</p>
<p>Day 5</p> <p>7:30 am-12:00 pm CST</p> <p>Lunch Break</p> <p>1:00 pm-5:30 pm CST</p>	<p>Domestic Abuse Screening with simulation and roleplaying in mediation; Caucus, Fishbowl, and community-based mediation techniques</p> <p>-----</p> <p>Rule 114 Code of Ethics Review; Restorative Applications; Neutrality &amp; Highly Anxious Family Systems Conclusion; Group Discussion; Role Play &amp; Next Steps, Course Evaluation</p>

**THE KATALASSO GROUP: RESTORATIVE LEADERSHIP™ & RESTORATIVE FAMILY MEDIATION™ TRAINING FACULTY:**

Lisa Welter, MATL

CEO and Founder, The Katallasso Group

- Masters Degree in Transformational Leadership, Bethel Seminary, St. Paul, MN
- Current Doctoral student in Transformational Leadership at Bethel Seminary, St. Paul (Spring 2025 Graduation)
- 13 years of experience in community mediation
- 7 years of experience training community mediators
- 8 years of experience in the child welfare system via non-profit organizations and direct mediation services, including child safety/neglect/foster and adoptive

matters, juvenile interventions, parent/child repair, parenting relationships, and substance abuse.

- EMT, Combat Medic, Emergency Room Shift Leader, Sexual & Domestic Assault Advocate, Internal Medicine & Gastroenterology Medical Tech (Active Duty Air Force, United States Air Force Academy, Colorado Springs & Keesler AFB, MS)
- 13 years Qualified Neutral under Rule 114 of MN Rules of General Practice
- 8 years Licensed Pastor and Senior Leadership experience in Community Care (Life Events, Grief/Loss, Addiction Recovery, Family Conflict/Divorce) Pastoral Licensing and Counseling, Teaching, and multi-site management.
- 4 years Board of Stewards Converge North Central denomination
- 2 years Founding Member/Board Member - The Nest Retreat Center
- Over 150 court hearing of personal experience in family law courts related to divorce, child custody, domestic abuse, sexual abuse, and grandparent litigation.