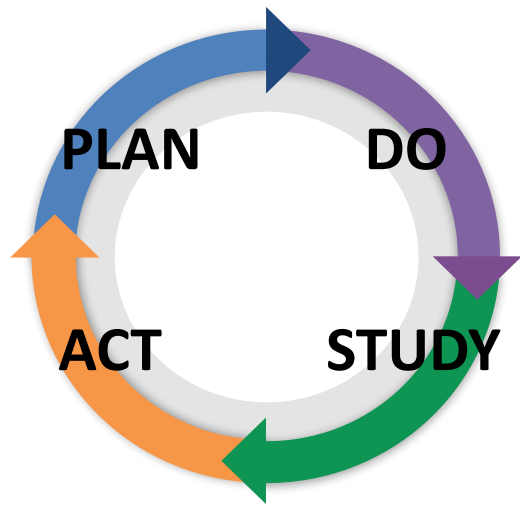


The Restorative-Strengths Approach for Organizational Culture

Sharron Knight, Office of Professional Learning and Leadership



Problem Statement

While Gallup boosts personal and professional performance by helping individuals identify their natural talents and develop them into strengths, teams lack consistent structures and practices to apply strengths effectively during collaboration, moments of misalignment, and communication breakdowns.

PLAN

To implement a pilot series with one team of school-based staff and one team of central office staff with prior exposure to Gallup, using structured coaching sessions that integrate strengths-based and restorative practices, along with pre-, mid-, and post-assessments to evaluate changes in communication, collaboration, and team dynamics.

ACT

Changes/Adjustments: the pilot design was refined with a more structured scheduling and planning model.

The disruptive idea will be **adapted** to strengthen future implementation and ensure adequate structural supports for sustained testing.

Key Results

The innovation did not result in full implementation; however, it provided important insight into organizational barriers (time, scheduling, and coordination) that impact the feasibility of integrating Gallup with restorative practices.

Lessons Learned

Overall, the experience highlighted that successful integration of Gallup with restorative practices depends not only on program design, but also on the systems and structures that support consistent implementation.

DO

Success:

- Secured buy-in and collaboration from a Gallup coach and restorative practices facilitator to support the design and implementation of the pilot.

Challenge:

- Time, space, and scheduling constraints reduced the pilot to one central office team, and despite multiple attempts, the pilot was not implemented.

STUDY

Data collected:

- Qualitative interview data- central office staff, school-based leadership, central office leadership, and Gallup coaches.
- Interview responses were reviewed and coded for recurring themes and patterns to determine the problem and how it should be addressed.

Findings:

- Strengths-based practices are not consistently embedded into daily team structures.
- Additional relational structures are needed to support accountability, communication repair, and sustained collaboration.

THEMATIC HIGHLIGHTS FROM INTERVIEW DATA



Inconsistent Implementation



Lack of Sustained Professional Learning



Strengths Used More for Reflection than Conflict Resolution



Lack of Accountability / Follow-Follow-Up Structures



Leadership / Time Constraints Limiting Implementation