PROFESSIONAL CERTIFICATION / PROGRAM SNAPSHOT

CARES RESTORATIVE LEADER CERTIFICATION

CARES Certified Restorative Leader (CRL)

A six-week professional development and competency-based certification for leaders ready to move beyond using restorative tools toward becoming restorative in how they think, relate, and lead.

6	12	18	32	50
WEEKS	LIVE SESSIONS	LIVE HOURS	INDEPENDENT HOURS	TOTAL HOURS

WHY THIS CERTIFICATION MATTERS

Today's leaders must address conflict, uncertainty, emotional strain, and differences in perspective while sustaining trust and accountability. CRL develops the self-awareness, relational judgment, and practical leadership behaviors needed to respond with Consideration, especially when pressure makes those choices difficult.

THREE DIMENSIONS. ONE LEADERSHIP IDENTITY.

IDENTITY	COMPETENCY	INTEGRATION
Who am I becoming?	**What can I demonstrate?**	**How am I leading differently?**
Explore values, assumptions, emotional responses, and the gap between intention and impact.	Practice the six pillars and nine skills through coached exercises, feedback, and assessment.	Apply learning in real situations, document adjustments, and demonstrate growth.

THE SIX PILLARS OF RESTORATIVE LEADERSHIP

01 **Consideration** Identity, dignity, and responsible regard	02 **Listening** Understanding before responding	03 **Elicitation** Making room for honest perspectives
04 **Identify & Assess** Discernment before intervention	05 **Gentelligence** Collaboration across generations	06 **Relational Attunement** Responsive, accountable presence

THE DISTINCTIVE: Consideration is taught as a leadership identity, not another task on a checklist. Participants examine who they are becoming while demonstrating how they lead.

THE CERTIFICATION EXPERIENCE

SIX WEEKS. REAL-WORLD APPLICATION.

Two 90-minute live sessions each week, delivered via Zoom or in person, with structured independent practice, reflection, feedback, and portfolio work.

WEEK / PILLAR	KEY LEARNING FOCUS	PORTFOLIO EVIDENCE
01 Consideration	Identity, self-awareness, values and integrity	Future obituary; self-assessment; feedback
02 Listening	Emotional intelligence and attentive listening	Listening practice; intention/impact review
03 Elicitation	Curiosity, inclusive dialogue, meaningful questions	Elicitation practice; assumption audit
04 Identify & Assess	Conflict analysis, sound judgment, responsible AI use	Leadership case; conflict-style analysis
05 Gentelligence	Intergenerational perspectives and collaboration	Cross-generational conversations; team application
06 Relational Attunement	Responsive leadership, accountability, and integration	Observed capstone; portfolio; 90-day plan

NINE SKILLS DEVELOPED AND ASSESSED

INTERNAL	RELATIONAL	STRATEGIC
Self-Awareness	Active Listening	Critical Thinking
Emotional Intelligence	Collaboration	Problem-Solving
Integrity	Cultural Intelligence	AI Awareness

HOW CANDIDATES EARN THE CRL CREDENTIAL

Certification is earned through documented participation and demonstrated proficiency, not attendance alone. Candidates must complete 18 live hours and at least 32 hours of independent work; submit an assessed development portfolio; demonstrate Level 3 proficiency in all nine skills; and pass a final observed exercise and professional ethics requirements.

WHO IT SERVES

Leaders and emerging leaders in education, nonprofits, business, public service, community organizations, and faith-based institutions. The core certification is faith-neutral.

WHAT ORGANIZATIONS GAIN

Leaders equipped to listen deeply, address conflict with care and accountability, collaborate across differences, and make more intentional decisions. Each participant leaves with a 90-day growth plan.

BRING CRL TO YOUR LEADERSHIP TEAM

Explore a CARES cohort or organizational partnership.

START THE CONVERSATION

careslp.org