

Conflict Management and Resolution: How to Invite, Embrace and Effectively Use Conflict/Disagreement to Achieve High Performance

Conflict, defined as the willingness to have and resolve disagreements resulting in the highest quality outcomes that lead to high performance has been, and continues to be, a **major challenge** for most organizations. To help assess your, and your organizations, strengths and weaknesses regarding having and resolving conflict evaluate both against the key “Supportive Skills and Behaviors of Conflict” and the key “Harmful Skills and Behaviors”.

If you or your organization are comfortable with conflict these supportive skills and behaviors are regularly practiced:

- Leadership realizes that disagreement is to be encouraged and embraced from any and all levels and is the fuel that drives rapid change, new ideas, creativity and innovation
- Employees are comfortable to express disagreement to any and all levels in an assertive manner
- Employees understand the process and skill of resolving disagreements that result in the highest quality outcomes with support by all
- When issues/problems occur, people address them quickly focusing on the solution not the problem or person
- Diverse viewpoints (disagreements) are seen as an opportunity to produce higher quality decisions

If you or your organization are uncomfortable with conflict these harmful skills and behaviors occur regularly:

- Leadership views disagreement as a threat therefore it is discouraged, or worse, punished
- Dominant employees “win” disagreements using real or perceived power silencing potential solutions
- Employees disagree silently then undermine or sabotage the outcome (give in then get even)
- Employees avoid disagreements for fear of reprimands resulting in slow change and stagnation
- Daily mistakes and errors are not reported (or are covered up) resulting in regular negative surprises
- Front line employees become aware of problems and/or customer dissatisfaction but say nothing

If either you or your organization fall short when assessing the critical skills and competencies of conflict management and resolution do not dismay; most organizations struggle with this issue. Fortunately there is good news; there are defined and observable skills and behaviors that drive fast changing, innovative and customer focused organizations that can be learned and practiced that result in high performance.



“Your Total Training Resource”

To address the “skills and competencies gaps” we have designed a dynamic and interactive full day workshop that is appropriate for individual contributors and all levels of management. The focus, objectives and outcomes of this workshop are:

- Assessing and understanding your individual and most comfortable methods of resolving conflict
- Learn when to use each method of conflict resolution and understand the ramifications of each method
- Learn to use conflict as a source of personal energy and creativity
- Understand the importance of effective communication skills that ensure no ambiguity while holding everyone accountable
- Realize the importance of Assertive behavior and how to practice it to achieve high performance “win-win” outcomes
- Learn the importance of active listening, probing effectively to understand the “real” issues and demonstrating empathy
- Learn the process of “team decision making” that results in the highest quality decisions with buy-in from all members
- Understand that creating a culture of blame and criticism is the “cancer” that destroys effective conflict management and resolution
- Gain a greater understanding of how and why conflict occurs
- How to prepare and conduct difficult conflict resolution discussions

Registration Information

Time: Workshops scheduled from 9:00 a.m. to 4:30 p.m.

Pricing: 1-2 attendees \$295 per person, 3+ attendees \$255 per person.

Location: OLC Education & Conference Center (The name on the building is AAOS.), 9400 W. Higgins Road, Suite 100, Rosemont, IL 60018-4975.

The parking garage next door has free parking with validation, available at the front desk.

[Click here to download a map and directions.](#)

To register or for additional information either email, phone or complete the [online registration form](#).

Email: Ken Keller at kkeller@c-kg.com or Dean Carroll at dcarrroll@c-kg.com or **Phone:** (630) 495-0505 or (800) 869-7497.

Register online: [Complete form by clicking here](#). If you register online, a confirmation email will be sent to you with next steps and payment details. Please note we accept checks as a form of payment.

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[To see a complete list of our current workshops click here.](#) Customized onsite workshops are also available. Please contact us with any questions or concerns you may have. Email: Ken Keller at kkeller@c-kg.com or Dean Carroll at dcarrroll@c-kg.com or Phone: (630) 495-0505 or (800) 869-7497.