

CONFLICT RESOLUTION TRAINING

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COURSE LENGTH: 1.0 DAYS

Conflict is a normal and inevitable element in any working relationship. Conflict happens due to differences in opinions and can arise whenever individuals have conflicting ideas, principles, values or desires. Learning how to manage conflict is necessary for an organization. When conflict is mishandled, it can have a negative impact on relationships, moral, teamwork and can lead to decrease productivity. But when managed in a professional, constructive way, conflict brings an opportunity to improve the link between individuals.

By attending this Conflict Resolution training course from PD Training, you will learn how to stabilize your professional relationships. The course presents techniques to identify the source of conflict and to manage and resolve conflict quickly and with professionalism.

Join a Conflict Resolution Training Class today, or have a trainer come to your workplace in Central and Hongkong wide.

This Conflict Resolution training course can be delivered at your premises by one of our expert local or international trainers or live online using our HIVE technology.

Contact us today for a quote.

CONFLICT RESOLUTION TRAINING COURSE OUTLINE

FOREWORD

Conflict is the result of people having differing needs, opinions, expectations and importantly different perspectives.

The reality of conflict is that in any human relationship it is inevitable, if handled well, conflict provides a powerful avenue for significant growth.

Conflict resolution involves recognizing and managing the particular conflict. This is an essential part of building emotional intelligence, and nurturing relationships. Poorly handled conflict can affect both the employees and the clients thereby impacting the company's bottom-line. To maintain your competitive advantage, you need the entire organization to focus on developing conflict resolution strategies to quickly and effectively resolve conflict, while building trust and commitment with clients and colleagues.

This **Conflict Resolution Training Course** provides techniques for individuals in an organization to resolve workplace conflict and build a common understanding and framework for working through challenging conflict situations. We have, after much research, decided to focus on the Win-Win Approach using the three critical skills of conflict resolution – Negotiation, Assertiveness and Persuasion. These skills will enable the participants to develop conflict resolution strategies for quickly and effectively recognizing, resolving and preventing conflict.

OUTCOMES

In this course participants will:

- ▶ Gain a thorough understanding of the sources, causes and types of conflict
 - ▶ Master all six phases of the conflict resolution process
 - ▶ Understand the five main approaches to conflict resolution
 - ▶ Learn to apply conflict resolution approaches
 - ▶ Learn how to use parts of the conflict resolution process to recognize and prevent conflict before it escalates
 - ▶ Develop communication tools such as agreement frames and open questions
 - ▶ Learn practical anger and stress management techniques
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MODULES

Lesson 1: Conflict – is it all bad?

- ▶ Welcome
- ▶ What do we mean by Conflict?
- ▶ The Basis of Conflict
- ▶ Reflection

Lesson 2: Understanding Your Response to Conflict

- ▶ The Learning Dimension Profile
- ▶ The Thomas-Kilmann Conflict Mode Instrument (TKI)
- ▶ Reflection

Lesson 3: What makes up conflict?

- ▶ From Wince to Scream
- ▶ Filters
- ▶ Emotions and Conflict
- ▶ Reflection

Lesson 4: How Managers Can Add to Conflict

- ▶ Micromanagement
- ▶ Poor Understanding
- ▶ Vague Expectations
- ▶ Setting Poor Standards
- ▶ Reflection

Lesson 5: Resolving Conflict Between Others

- ▶ Planning and Setting up a Meeting
- ▶ Running a Mediation Meeting
- ▶ Negotiating a Solution
- ▶ Developing an Agreement
- ▶ Reflection

Lesson 6: When Conflict Involves You

- ▶ Conflict Mapping
- ▶ Having a Balanced View
- ▶ Overcoming Resistance to Meet
- ▶ During the Meeting
- ▶ Reflection

Lesson 7: Implementing Agreements

- ▶ Paying Attention
- ▶ Follow-up Meetings
- ▶ Reflection

Lesson 8: Reflections

- ▶ Create an Action Plan

WEB LINKS

- ▶ [View this course online](#)
- ▶ [In-house Training Instant Quote](#)