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Kenneth Cloke, Joan Goldsmith

Resolving Conflicts at Work Kenneth Cloke, Joan Goldsmith, 2011-04-08 The classic text on resolving workplace conflicts, fully revised and updated Resolving Conflicts at Work is a guide for preventing and resolving conflicts, miscommunications, and misunderstandings at work, including dozens of techniques for revealing how the inevitable disputes and divisions in the workplace are actually opportunities for greater creativity, productivity, enhanced morale, and personal growth. In the third edition of this text, all chapters are completely infused with additional content, updated examples, and new case studies. Like its predecessors, it identifies core strategies for preventing and resolving both intermittent and chronic conflicts in the workplace. In addition, the book Includes a new foreword by Warren Bennis, which represents his most recent thinking about judgment calls and candid communications in the workplace Presents new chapters on leadership and transformational conflict coaching, and organizational systems design This definitive and comprehensive work provides a handy guide for managers, employees, union representatives, human resource experts, and consultants seeking to maintain stable and productive workplaces.

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<u>Workplace Conflict</u> Delora Vagle,2021-05-26 Conflicts with managers and employee conflict often top the list of reasons why staff may leave a job. To help you navigate the muddy waters of conflict in the workplace, eight HR leaders and business owners offer their top tips for preventing and resolving conflict at work. Here Is A Preview Of What You'll Learn... - How to Create a Conflict Resilient Workplace - The Evolving Conflict Resolution Model - The Seven Steps to Conflict Resolution - Common Types of Workplace Conflict - Dealing with Conflict from a Personal Perspective - Actions to Avoid when Faced with Conflict Much, much more!

The Lost Art of Conflict Resolution Sandler Training, 2021-11

Making Conflict Work Peter T. Coleman, Robert Ferguson, 2014-09-02 Work conflict is risky. It can go bad and poison employee health, work relationships and organizational climates, or it can go well and help to energize problem solving, innovation and bottom-line effectiveness. Managing conflicts up and down the chain of command at work can be particularly treacherous, as power differences complicate conflicts and constrain response options. Organizations are rife with stories of executives and managers who abuse their power, employees who overstep their authority, and the resulting conflicts that get stuck in downward spirals. When people find themselves in conflict, they immediately become aware of the balance of power in the situation or relationship: 'Hey, you work for me, so back off!', or 'Wow, he is much bigger and drunker than I thought he was before I told him to shut up', so understanding how conflict and power affect each other is vital to effective conflict management. In Making Conflict Work, Peter Coleman and Robert Ferguson, leading experts in the field of conflict resolution, address the key role of power in workplace tension. Coleman and Ferguson explain how power dynamics function and provide step-by-step guidance to determining your standing in a conflict and identifying and applying the strategies that will lead to the best resolution. Drawing on the authors' years of research and consulting experience, Making Conflict Work offers seven new strategies and dozens of tactics for negotiating disputes at all levels of an organization. This powerful approach can turn workplace tensions into catalysts for creativity, innovation, and meaningful change.

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