

Conflict Resolution Strategies

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The Conflict Paradox

In this book, we learn about organizational conflict, highlighting different perspectives of conflict resolution and conflict management in different settings and areas, as well as different theoretical views on this subject. The authors from Norway, Estonia, Nigeria, Israel, USA, Slovakia, Turkey, Finland, Uruguay, and Italy bring ideas, studies, findings, and experiences to enhance our knowledge in the field of organizational conflict. The book is divided into two sections, and their respective chapters refer to two different perspectives of study. The first section covers Conceptual Frameworks on Organizational Conflict, considering management and conflict resolution, conflict in organizations as an indicator for organizational values, organizational trust as a conflict management tool, conflicts and social capital, and team conflict in complex adaptive systems. The second section deals with Empirical Studies on Organizational Conflict, emphasizing research on conflict resolution from the perspective of managers and project teams, resistance to change and conflict of interest, conflicts as a springboard for Metallica's success, drivers of innovation deployment affecting marketing relationships, and impacts of national culture on the use of bonuses for teamwork. Thus, we consider this book will be of interest to readers with a diverse group of interests in different specialties such as management, social psychology, education, law, and sociology.

Couple Conflict Resolution

We know that since the end of the Cold War, conflicts in non-Western countries have been frequent, frequently violent, largely intra-state, and protracted. But what do we know about conflict management and resolution strategies in these societies? Have the dominant Western approaches been transplantable, suitable, effective, durable, and sustainable? Would conflicts in non-Western societies be better handled by the adaptation and adoption of customary, traditional, or localized mechanisms of mitigation? These and similar questions have engaged the attention of scholars and policy-makers. *Indigenous Conflict Management Strategies: Global Perspectives* is offered as a global compendium on indigenous conflict management strategies. It presents diverse perspectives on the subject. Fully aware of the tendency in the literature to over-generalize, over-romanticize, and over-criticize the localized and customary mechanisms, the book takes a slightly different approach. It presents a variety of traditional conflict management approaches as well as several cases of the successful integration of the indigenous and Western strategies in the contemporary period. The main features, strengths, challenges, and weaknesses of a multitude of indigenous systems are also presented.

Cultural Differences in Conflict Resolution Strategies

The proven four-step method for improving communication and managing conflict in any healthcare setting *The Exchange Strategy for Managing Conflict in Health Care* delivers a wealth of strategies and techniques for structuring conversations about conflicts and issues in groups large and small. "A fresh, clear-eyed view of how to approach conflict in the American healthcare system . . . shows how direct, immediate, tactful, and open communication will greatly improve any workplace setting." -- KATHLEEN SELICK, President and CEO, Rady Children's Hospital
"Having worked in large hospital systems for many years, I wish I had known these skills and techniques when I supervised nurses and coordinated teams." -- KIM PHILLIPS, MSN, RN, CFCN, Nurse's Touch, Inc. "During the past 12 months, over 450 managers and supervisors on my team at Sanford Health have gone through this training, and it works!" -- EVAN BURKETT, Chief Human Resources Officer, Sanford Health "The strategy and skills laid out in this book . . . are truly effective. Ignore this at your peril." -- DR. SAMUEL B. HO, Chief, Gastroenterology Section, Veterans Affairs San Diego Healthcare System, Professor of Medicine, University of California, San Diego

Bargaining with the Devil

Changing the Conversation

Conflict Resolution holds the promise of freeing approaches and policies with regard to politics of identity from the fatalistic grip of realism. While the conceptual literature on identity and conflicts has moved in this alternative direction, conflict resolution practice continues to rely on realist frames and acts as an unwanted auxiliary to traditional international relations. Perpetuation of conflict discourses, marginalization, and exclusion of affected populations are widespread. They are caused by the overreliance of conflict resolution practice on the binary frames of

classic IR paradigms and also by the competitive and hierarchical relationships within the field. Philip Gamaghelyan relies on participatory action research and collective autoethnography to expose patterns of exclusion and marginalization as well as the paradoxical reproduction of conflict-promoting frames in current conflict-resolution practice applied to the Nagorno-Karabakh and Syrian crises. He builds on the work of postmodernist scholars, on reflective practice, and on discourse analysis to explore alternative and inclusive strategies with a transformative potential. The IR discipline that has dominated policymaking is only one possible lens, and often a deficient one, for defining, preventing, or resolving contemporary conflicts wrapped in identity politics. Other conceptual frameworks can help to rethink our understanding of identity and conflicts and reconstruct them as performative and not static phenomena. These transformative frameworks are increasingly influential in the conflict resolution field and can be applied to policymaking.

Conflict Resolution Strategies in Teams

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Effectively resolving conflict prevents violence, reduces incidents, improves productivity, and contributes to the overall health of an organization. Unlike the traditionally reactive law enforcement approach to resolving conflict, Conflict Management for Security Professionals provides a proven, reliable, business-focused approach that teaches security personnel to diffuse situations before they escalate when dealing with uncooperative, dangerous, or violent individuals. Covering everything from policies and procedures to security tactics and business impact, Conflict Management for Security Professionals uniquely addresses conflict resolution from a security perspective for managers, policy makers, security officials, or anyone else who interacts with people every day. This book helps organizations create and maintain safe environments without interfering with their ability to remain profitable, competitive, and relevant. Comprehensive and systematic conflict management and resolution program geared specifically for the needs of security managers, supervisors, and officers. Incorporates classroom and field-tested conflict resolution concepts, models, and approaches. Addresses everything from policies and programs to tactics for a wide variety of stakeholders in any private or public organization.

Strategic Approaches for Conflict Resolution in Organizations: Emerging Research and Opportunities

Improvisational Negotiation

Disputes between peers as well as between supervisors-subordinates happen numerous times a week in the corporate environment. Although the win-win concept is the ideal orientation, the notion that there can only be one winner is constantly being reinforced in some cultures. This kind of mentality can be destructive when communicating with different cultural groups by creating barriers

in negotiation, resolution, and compromise; it can also lead the "loser" to feel mediocre. When the win-win orientation is absent in negotiation, different responses to conflict may be observed. *Strategic Approaches for Conflict Resolution in Organizations: Emerging Research and Opportunities* provides emerging research on approaches for conflict resolution in organizations whereby it is possible to establish congenial ambiances in different organizations, leading to better outcomes and performance. Featuring coverage on a broad range of topics such as organizational change, leaderships roles, and organizational change, this book is ideally designed for managers, human resources officials, executives, researchers, scholars, professors, industry professionals, and students interested in the current research behind the reduction, elimination, and termination of all forms of organizational conflict.

The Mediation Process

Conflict Management in the Mediterranean and the Atlantic, 1000-1800 offers a comparative long-term perspective on the complexity of various approaches to conflict management by those involved in long-distance trade across political and jurisdictional boundaries.

Conflict Resolution Strategies

In a dramatic theoretical breakthrough, psychologist Susan M. Heitler unties various schools of therapy with a powerful insight. Emotional healing depends on movement from conflict to resolution, as the title suggests.

Staying with Conflict

Successful management depends on the ability to quickly and effectively manage conflicts. *Conflict Resolution* includes hands-on information for effectively communicating with employees, disciplining and even terminating employees, understanding and using organizational politics, and more.

Conflict Management for Security Professionals

From Conflict to Resolution

The end of the Cold War has changed the shape of organized violence in the world and the ways in which governments and others try to set its limits. Even the concept of international conflict is broadening to include ethnic conflicts and other kinds of violence within national borders that may affect international peace and security. What is not yet clear is whether or how these changes alter the way actors on the world scene should deal with conflict: Do the old methods still work? Are there new tools that could work better? How do old and new methods relate to each other? *International Conflict Resolution After the Cold War* critically examines evidence on the effectiveness of a dozen approaches to managing or resolving conflict in the world to develop insights for conflict resolution practitioners. It considers recent applications of familiar conflict management strategies, such as

the use of threats of force, economic sanctions, and negotiation. It presents the first systematic assessments of the usefulness of some less familiar approaches to conflict resolution, including truth commissions, "engineered" electoral systems, autonomy arrangements, and regional organizations. It also opens up analysis of emerging issues, such as the dilemmas facing humanitarian organizations in complex emergencies. This book offers numerous practical insights and raises key questions for research on conflict resolution in a transforming world system.

Resolving Conflicts at Work

New ways of managing conflict are increasingly important features of work and employment in organizations. In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution (ADR) practices, drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy. This Handbook gives a comprehensive overview of this growing field, which has seen an explosion of programmes of study in university business and law schools and in executive education programmes.

Peace Parks

Here is a completely updated edition of the best-selling *Resolving Conflicts at Work*. This definitive and comprehensive work provides a handy guide for resolving conflicts, miscommunications, and misunderstandings at work and outlines the authors' eight strategies that show how the inevitable disputes and divisions in the workplace actually provide an opportunity for greater creativity, productivity, enhanced morale, and personal growth. This new edition includes current case studies that put the focus on leadership, management, and how organizations can design systems to change a culture of avoidance into a culture of creative conflict. The result is a more practical book for today's companies and the people who work in them.

The Importance of Developing Conflict Resolution Strategies for Educational Administrators

Since it was first published in 1986, "The Mediation Process" has become a landmark resource for mediation practitioners, trainers, students, and professionals in corporate, legal, health care, education, and governmental arenas. This thoroughly revised and expanded third edition has been updated to include coverage of the most contemporary issues in mediation practice and to provide updated bibliographical resources.

The Handbook of Conflict Resolution

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.

Conflict Resolution Smarts

Social Work Approaches to Conflict Resolution helps readers understand the nature and causes of conflict and offers suggestions for coping with conflict effectively. It is based on two assumptions: that conflict is a basic part of the life of normal human beings, groups, organizations, communities, and nations, and that resolving conflict is part of the ongoing interventions of all social workers. A practical text for theory-practicum courses for MSW and doctoral students, it is filled with information also useful to therapists, group workers, community workers, administrators, scholars in the social sciences, practitioners in other helping professions, and trainers in the emerging field of conflict resolution itself. Deliberately linking conflict resolution and systems analysis, *Social Work Approaches to Conflict Resolution* tackles a number of related themes to help you see the connections between topics not normally presented together in social work literature. You'll see how unmet needs may cause conflict to evolve and escalate and learn about the connections between strongly held feelings and the destructive relations that have developed between diverse ethnic peoples in many parts of our planet. Author Benyamin Chetkow-Yanoov draws on his own background of being a minority as well as his experience in Arab-Jewish reconciliation in Israel as he offers readers thorough explanations of: a systems model for analyzing conflict problem-solving versus resolving conflict how value clashes and victimization are some of the basic causes of conflict escalation 9 professional roles required for resolving conflicts the effectiveness of volunteers in conflict resolution teaching conflict resolution skills to various audiences trends in the evolution of voluntary conflict resolution efforts You can apply much of what you learn in *Social Work Approaches to Conflict Resolution* not only to your professional life but also to your personal relationships and experiences. Also, since victimized people and groups are major contributors to the perpetuation and escalation of conflict, the book suggests 10 steps for helping victims free themselves from repeated conflict-generating behaviors.

Chinese Conflict Management and Resolution

Examines teen conflict resolution and interpersonal relations and provides tips and information about improving them.

Social Work Approaches to Conflict Resolution

The art of negotiation—from one of the country's most eminent practitioners and the Chair of the Harvard Law School's Program on Negotiation. One of the country's most eminent practitioners of the art and science of negotiation offers practical advice for the most challenging conflicts—when you are facing an adversary you don't trust, who may harm you, or who you may even feel is evil. This lively, informative, emotionally compelling book identifies the tools one needs to make wise decisions about life's most challenging conflicts.

Resolving Conflicts at Work

The analysis and interpretation of conflicts can be a dangerously simplistic exercise. A western, developed socio-economic perspective can simplify conflicts in the so-called 'Third World' as the inevitable struggles of people who cannot coexist because of ethnic, religious or cultural differences. While acknowledging that many contemporary conflicts are characterised and influenced by these factors, this book calls for an approach to conflict prevention and resolution which mainly addresses the underlying political, economic and social causes. The conflict in Sudan, where narratives evolved from an interpretation based on religious differences between a Muslim North and the Christian South, provides a case study through which the author explores how most prevention and resolution strategies were based on flawed assumptions leading to poor results. By focusing instead on the underlying socio-economic inequality and marginalisation among groups she analyses the dynamics of the complex peace process to ascertain if and how economic and social rights were effectively included and implemented as a part of the peace agreement, including after South Sudan's independence.

The Oxford Handbook of Conflict Management in Organizations

Conflict Coaching: Conflict Management Strategies and Skills for the Individual defines this growing area of conflict resolution and distinguishes conflict coaching as a stand-alone resolution technique. In a service society where human relationships are central to our professional as well as personal lives, individuals value one-on-one attention to obtain custom solutions for handling important interpersonal communication. The CD-ROM accompanying the book provides numerous resources for instructors, coaches, and other interested readers.

Conflict Resolution and Mediation for Peer Helpers

Many lives have been lost and destroyed via peoples inability to apply constructive resolutions strategies when disputes surface. The importance of an open, honest communication process necessitates for parties to exchange ideas that would be beneficial to all. However, due to bargaining forces and tactics this process is greatly undermined. In an effort to foster the resolution process, of whatever conflict, the infusion of alternative dispute resolution is best recommended. Consequently, the birth of this book is the vessel by which i hope the process could be achieved. The proceeding documents, then, will be focusing on the analyses of numerous case studies; as related to the alternative dispute resolutions options studied, applied in class and working environments. the proposals will be supported by rationale that reference these readings and activities.

The Exchange Strategy for Managing Conflict in Healthcare: How to Defuse Emotions and Create Solutions when the Stakes are High

Describes a method of negotiation that isolates problems, focuses on interests, creates new options, and uses objective criteria to help two parties reach an agreement

Beyond Neutrality

★Are you looking for ways to save your relationship? If yes, then keep reading! It's easy to miss one aspect in today's world of dating television shows, mobile applications, and romantic comedies: relationships are work. We never swipe correctly, fall in love, and live happily ever after. And when things get rough, it's easy to throw in the towel, suggest, "It wouldn't have worked out anyway," and step on—rather than do the work to learn how to maintain a relationship. But it's worth protecting your relationship. You've got past. You've been through a lot together—a lot of relationships over the last few years or even decades before you came to this stage. Your partner loves you more than anybody else, so they're going to be there for you when no one else would. This book covers: ✓ High Conflict Couple ✓ Conflict Couple Relationships ✓ Conflict Management in Out of Control Emotions ✓ High Conflict Couple Divorce ✓ Couple Conflict Resolution ✓ Couple Conflict Management ✓ Codependency And Much More! ★Conflict with your spouse can make you feel assaulted or endangered, helpless, and fragile, which may make you panic and retreat. When something that your spouse does annoy you, and you feel like you're under attack, you're less inclined to react constructively, so you're more apt to return to old standbys like silent treatment that can eventually do more damage than good. Eventually, that would lead the relationship to break down entirely. Focus on where you don't want the relationship to stop, struggle, and allow frustration build-up, you'll find yourself where you don't want to be—either in a miserable, unfulfilling relationship or totally apart from the spouse. If you work on dispute management and evolve together, you'll get the results you expect. "Buy now" and start looking at ways to save a relationship.

Getting to Yes

"Children with depressive symptomatology are at a higher risk for experiencing social functioning difficulties (Stark et al., 1996). The research reviewed suggests a connection between type of social problem-solving strategies employed by children and levels of depressive symptomatology. Participants were grade four, five, and six students (n = 315), who were divided into a depressive symptomatology (DS) group (n = 57) and a nondepressed (NONDEP) group (n = 57). Using Felner, Lease, and Phillips' (1990) quadripartite model of social competence as a theoretical guide, the present study was conducted to compare children with and without depressive symptomatology on: (a) strategies and goals as assessed in hypothetical conflict situations; (b) types of conflict resolution strategies employed in observed conflict situations; (c) peer rated social behaviours (aggressive, isolated, sociable); (d) self-perceptions of social conflict resolution efficacy; and (e) strategies and goals as assessed in both hypothetical and actual conflict situations

by gender. Results indicated that the two groups differed on the types of conflict resolution strategies but not conflict goals chosen in hypothetical situations. The two groups did not differ in the amount of solutions generated to conflict situations, but in the type of solutions, and in the effectiveness of solutions generated. In observed dyadic exchanges, the DS group employed more destructive strategies than the NONDEP group. Boys and girls differed in the types of strategies and goals chosen in response to hypothetical conflict. Significant interactions between DS group and gender emerged. Implications for assessment and interventions are discussed." --

The Big Book of Conflict Resolution Games: Quick, Effective Activities to Improve Communication, Trust and Collaboration

Although the 2004 Nobel Peace Prize was awarded to a Kenyan environmentalist, few have considered whether environmental conservation can contribute to peace-building in conflict zones. *Peace Parks* explores this question, examining the ways in which environmental cooperation in multijurisdictional conservation areas may help resolve political and territorial conflicts. Its analyses and case studies of transboundary peace parks focus on how the sharing of physical space and management responsibilities can build and sustain peace among countries. The book examines the roles played by governments, the military, civil society, scientists, and conservationists, and their effects on both the ecological management and the potential for peace-building in these areas. Following a historical and theoretical overview that explores economic, political, and social theories that support the concept of peace parks and discussion of bioregional management for science and economic development, the book presents case studies of existing parks and proposals for future parks. After describing such real-life examples as the Selous-Niassa Wildlife Corridor in Africa and the Emerald Triangle conservation zone in Indochina, the book looks to the future, exploring the peace-building potential of envisioned parks in security-intensive spots including the U.S.-Mexican border, the demilitarized zone between North and South Korea, and the Mesopotamian marshlands between Iraq and Iran. With contributors from a variety of disciplines and diverse geographic regions, *Peace Parks* is not only a groundbreaking book in International Relations but a valuable resource for policy makers and environmentalists. Saleem H. Ali is Associate Professor of Environmental Planning at the Rubenstein School of Natural Resources at the University of Vermont and holds adjunct faculty appointments at Brown University and the United Nations mandated University for Peace. He is the author of *Mining: The Environment and Indigenous Development Conflicts*. Contributors: Dramé-Yayé Aissetou, Saleem H. Ali, Rolf D. Baldus, Charles Besançon, Kent Biringer, Arthur G. Blundell, Niger Diallo Daouda Boubacar, K. C. (Nanda) Cariappa, Charles Chester, Tyler Christie, Sarah Dickinson DeLeon, Bill Dolan, Rosaleen Duffy, Christina Ellis, Wayne Freimund, Stephan Fuller, Rudolf Hahn, Anne Hammill, Bruce Hayden, Ke Chung Kim, Juliette Biao Koudenoukpo, Jason Lambacher, Raul Lejano, Maano Ramutsindela, Michael Schoon, Belinda Sifford, Anna Spenceley, Michelle L. Stevens, Randy Tanner, Yongyut Trisurat, Michele Zebich-Knos

Conflict Resolution

The pressing need to find new ways to settle social disputes and render them less destructive has led to a concern with the role that outsiders—or third parties—can play in the conflict resolution process. This book contributes to an increased understanding of the nature and activities of third parties in a wide range of conflict situations. Dr. Bercovitch first describes and interprets the major elements of the third-party intervention process, then provides an empirical examination of its structure and characteristics in settings as diverse as family struggles, labor-management problems, and international disputes. Throughout, he illustrates the dynamics of the process from the vantage point of the third parties themselves. Finally he points out the conditions most likely to strengthen this type of conflict management and discusses the means for determining the appropriate forms of intervention at different junctures of a dispute.

Organizational Conflict

With its large population and impressive economic accomplishments over the last two decades, China has become a major player on the world stage. This collection of essays takes critical steps toward understanding the way the Chinese manage and resolve conflict. 20 chapters form the most comprehensive book ever published on the subject, one that explores both its theoretical and practical aspects.

The Leadership Brain For Dummies

Discover how scientific knowledge of the brain can make you a better leader Based upon the latest breakthroughs in neuroscience and advances in brain-based education, *Leadership Brain For Dummies* gives you the edge to influence, lead, and transform any team or organization. Drawing concrete connections between the growing scientific knowledge of the brain and leadership, this book gives you the skills to assess your strengths and weaknesses as a leader, adopt a style of leadership that suits your characteristics, determine the learning styles of individual employees, and conduct training sessions that can physically change brains. The author is an international educational neuroscience consultant and an adjunct professor, teaching brain-compatible strategies and memory courses. She is a member of the American Academy of Neurology, the Cognitive Neuroscience Society, and the Learning and Brain Society *Leadership Brain For Dummies* provides practical, hands-on guidance for applying the information to make you a better leader *The Leadership Brain For Dummies* positions current and aspiring leaders to be at the very top of their leadership game.

Social Conflicts And Third Parties

“An excellent workbook-like guide” to the nuts and bolts of professional conflict and the strategies you need to make conflict work for you (Booklist, starred review). Every workplace is a minefield of conflict, and all office tension is shaped by power. *Making Conflict Work* teaches you to identify the nature of a conflict, determine your power position relative to anyone opposing you, and use the best strategy for achieving your goals. These strategies are equally effective for executives, managers and their direct reports, consultants, and attorneys—anyone

who has ever had a disagreement with someone in their organization. Packed with helpful self-assessment exercises and action plans, this book gives you the tools you need to achieve greater satisfaction and success. “A genuine winner.”
—Robert B. Cialdini, author of *Influence* “This book is a necessity . . . Read it.”
—Leymah Gbowee, 2011 Nobel Peace Prize laureate and Liberian peace activist
“Innovative and practical.” —Lawrence Susskind, Program on Negotiation cofounder
“Navigating conflict effectively is an essential component of leadership. Making Conflict Work illustrates when to compromise and when to continue driving forward.” —Hon. David N. Dinkins, 106th mayor of the City of New York
“An excellent workbook-like guide.” —Booklist, starred review

Conflict Resolution Strategies of Children with Depressive Symptomatology in Hypothetical and Observational Peer Conflict

The seventeen key principles for transforming conflict—in a beautiful package from the creator of *The 48 Laws of Power* From Joost Elffers, the packaging genius behind the huge New York Times bestsellers *The 48 Laws of Power*, *The 33 Strategies of War*, and *The Art of Seduction*, comes this invaluable manual that teaches seventeen fundamentals for turning any conflict into an opportunity for growth. Beautifully packaged in a graphic, two-color format, *Changing the Conversation* is written by conflict expert Dana Caspersen and is filled with real-life examples, spot-on advice, and easy-to-grasp exercises that demonstrate transformative ways to break out of destructive patterns, to create useful dialogue in difficult situations, and to find long-lasting solutions for conflicts. Sure to claim its place next to *Getting to Yes*, this guide will be a go-to resource for resolving conflicts.

Indigenous Conflict Management Strategies

Find the roadmap to the heart of the conflict *The Conflict Paradox* is a guide to taking conflict to a more productive place. Written by one of the founders of the professional conflict management field and co-published with the American Bar Association, this book outlines seven major dilemmas that conflict practitioners face every day. Readers will find expert guidance toward getting to the heart of the conflict and will be challenged to adopt a new way to think about the choices disputants face,. They will also be offered practical tools and techniques for more successful intervention. Using stories, experiences, and reflective exercises to bring these concepts to life, the author provides actionable advice for overcoming roadblocks to effective conflict work. Disputants and interveners alike are often stymied by what appear to be unacceptable alternatives,. *The Conflict Paradox* offers a new way of understanding and working with these so that they become not obstacles but opportunities for helping people move through conflict successfully.. Examine the contradictions at the center of almost all conflicts Learn how to bring competition and cooperation, avoidance and engagement, optimism and realism together to make for more power conflict intervention Deal effectively with the tensions between emotions, and logic, principles and compromise, neutrality and advocacy, community and autonomy Discover the tools and techniques that make conflicts less of a hurdle to overcome and more of an opportunity to pursue

Conflict is everywhere, and conflict intervention skills are valuable far beyond the professional and legal realms. With insight and creativity, solutions are almost always possible. For conflict interveners and disputants looking for an effective and creative approach to understanding and working with conflict, *The Conflict Paradox* provides a powerful and important roadmap for conflict intervention.

International Conflict Resolution After the Cold War

Winner of the 2009 CPR Award for Outstanding Book In this groundbreaking book, Bernard Mayer, a pioneer in the field of conflict resolution, offers a new paradigm for dealing with long-term disputes. Mayer explains that when dealing with enduring conflict, mediators and other conflict resolution specialists need to move past the idea of how quickly they can resolve the conflict. Instead, they should focus on how they can help people prepare to engage with an issue over time. Once their attention is directed away from a speedy resolution to a long-term approach, new avenues of intervention become apparent.

International Conflict Resolution and Peacebuilding Strategies

Building upon basic developmental peer helper training programs, the nature of conflicts, conflict resolution strategies, and a systematic approach to mediation for middle and high school peer helpers.

Making Conflict Work

Cross-cultural differences in norms, values, and beliefs abound and impact preferred conflict resolution strategies. Potential differences in values and subsequent conflict resolution strategies can exacerbate the underlying conflict unless they are well understood. We study the case of differences in conflict resolution strategies between the United States and Mexico as well as studying the underlying value differences that explain their preferences. In a quasi-experimental study, we found that Mexicans, compared to US participants, appear to have a greater preference for both the use of social influence and negotiating when confronting a conflict. Moreover, it appears that collectivism helps explain these country differences as it mediated the relation between country and the likelihood of using social influence and negotiation. In addition, perceptions of fairness had a stronger influence on the preference that US participants had for negotiation as a conflict resolution strategy. The research helps illuminate the underlying mechanisms through which culture impacts conflict resolution strategy.

Conflict Resolution Beyond the Realist Paradigm

Improvisational Negotiation presents an original approach for mediators, negotiators, and other dispute resolution professionals. Drawing on his own experience plus those of his colleagues, Jeffrey Kravis offers the reader dramatic, well-crafted, and highly instructive stories about people in conflict - families, organizations, corporations - and shows how mediated negotiations help them to reach a successful resolution. Unlike most books on the topic, *Improvisational Negotiation* does not focus on theory, philosophy, or

formulaic procedures. The book highlights entertaining true stories that illuminate the skills and tools a good mediator uses to direct a successful negotiation and then asks the questions: What happened? and What strategies can we learn?

Conflict Management in the Mediterranean and the Atlantic, 1000-1800

In this thought-provoking, passionately written book, Bernard Mayer—an internationally acclaimed leader in the field—dares practitioners to ask the hard questions about alternative dispute resolution. What's wrong with conflict resolution? Why aren't more individuals and organizations using conflict resolution when they have a problem? Why doesn't the public know more about it? What are the limits of conflict resolution? When does conflict resolution work and when does it not? Offering a committed practitioner's critique of the profession of mediation, arbitration, and alternative dispute resolution, *Beyond Neutrality* focuses on the current crisis in the field of conflict resolution and offers a pragmatic response.

Mothers' Conflict Resolution Strategies

Make workplace conflict resolution a game that EVERYBODY wins! Recent studies show that typical managers devote more than a quarter of their time to resolving coworker disputes. The *Big Book of Conflict-Resolution Games* offers a wealth of activities and exercises for groups of any size that let you manage your business (instead of managing personalities). Part of the acclaimed, bestselling *Big Books* series, this guide offers step-by-step directions and customizable tools that empower you to heal rifts arising from ineffective communication, cultural/personality clashes, and other specific problem areas—before they affect your organization's bottom line. Let *The Big Book of Conflict-Resolution Games* help you to: Build trust Foster morale Improve processes Overcome diversity issues And more Dozens of physical and verbal activities help create a safe environment for teams to explore several common forms of conflict—and their resolution. Inexpensive, easy-to-implement, and proved effective at Fortune 500 corporations and mom-and-pop businesses alike, the exercises in *The Big Book of Conflict-Resolution Games* delivers everything you need to make your workplace more efficient, effective, and engaged.

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