

Proudly Sponsored by,



We Report Work

Try [We Report Work](#) - To improve your team's productivity instantly.

#wereportwork #teambuilding

MANAGER'S HACKS

Conflict Resolution Framework

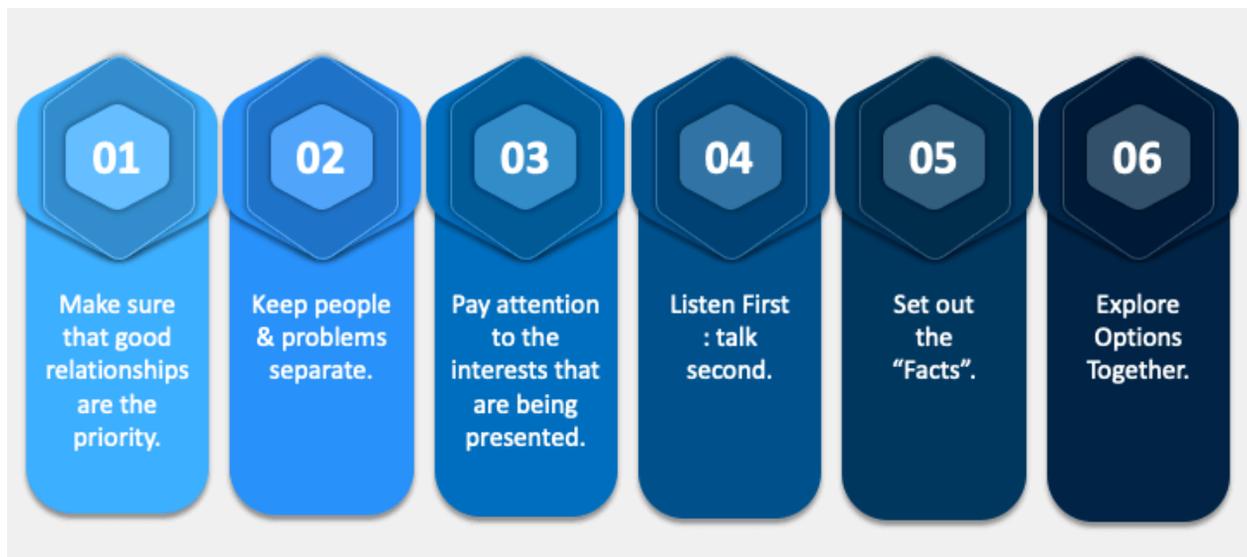


☐ Conflicts & Conflict Resolution Frameworks

In the dynamic world of management, conflicts are as inevitable as the next disruptive technology. But fear not! Embracing conflict as an opportunity rather than a setback can transform your team. Here's a crisp dive into various conflict resolution frameworks, tailored for the pragmatic manager seeking harmony and productivity.

☐ Top 5 Conflict Resolution Frameworks

1. Interest-Based Relational (IBR) Approach

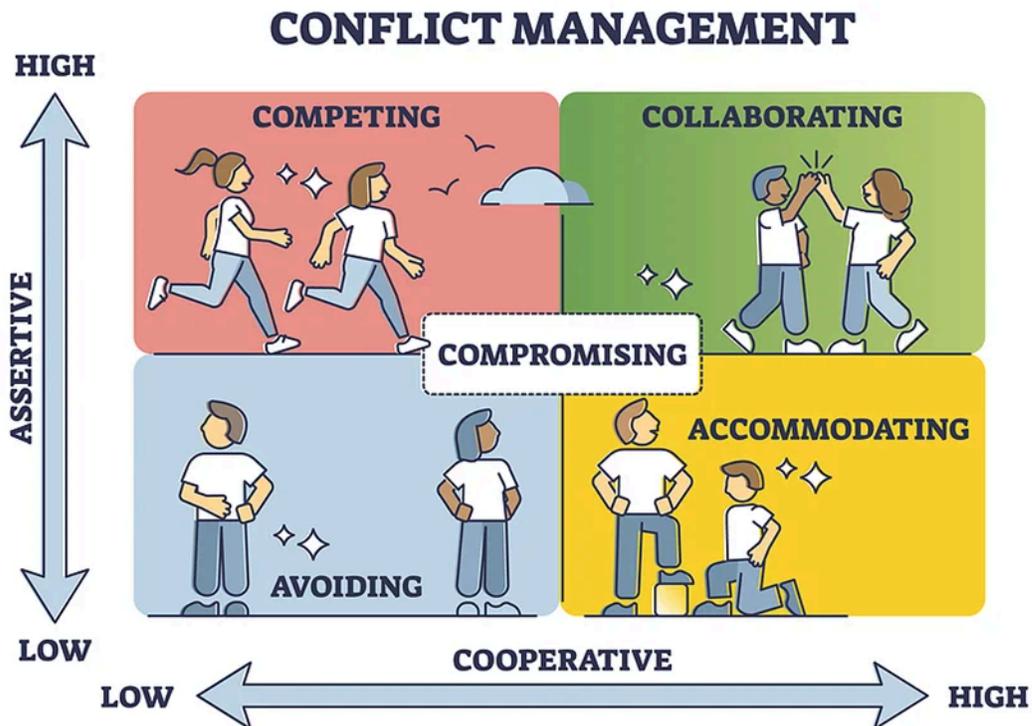


Think of the IBR as your go-to for maintaining relationships while navigating the stormy seas of disagreement. The core idea? Focus on the interests behind the positions taken. This means:



- Separating people from problems (it's not personal, folks).
- Prioritizing mutual interests (find that common ground).
- Insisting on objective criteria (keep it real with facts and standards).

2. Thomas-Kilmann Conflict Mode Instrument (TKI)

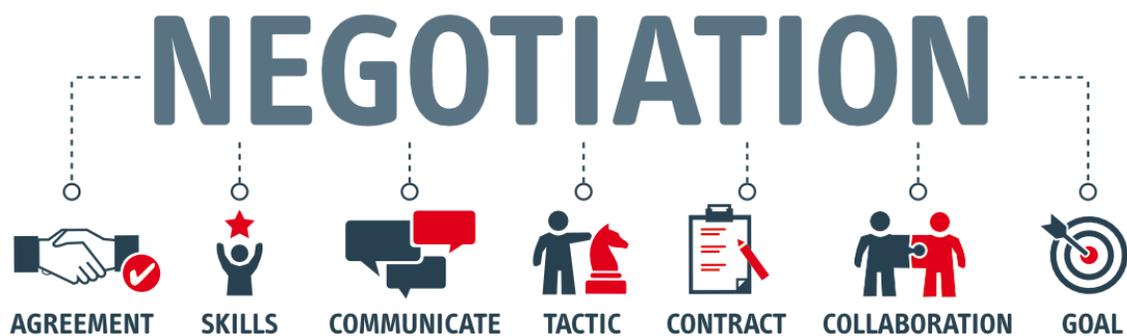


TKI is like your conflict resolution Swiss Army knife, offering five strategies based on assertiveness and cooperativeness: Competing, Collaborating, Compromising, Avoiding, and Accommodating. The trick is to match the strategy to the situation. High stakes? Compete



or collaborate. Quick resolution needed? Compromise might be your best bet.

3. The Harvard Negotiation Project



Harvard said, "Let's make everyone a winner," and thus, the principled negotiation framework was born. This approach advocates for:

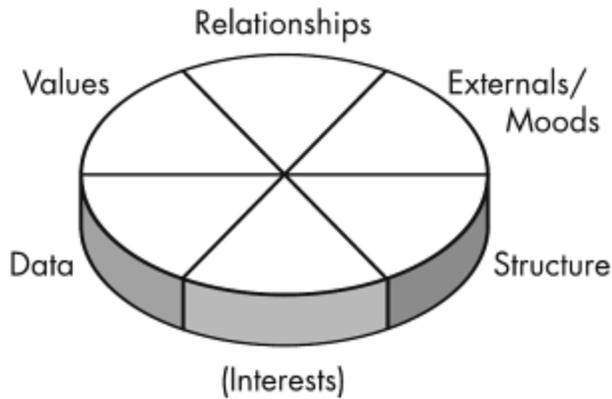
- Separating people from the problem.
- Focusing on interests, not positions.
- Generating a variety of possibilities before deciding.
- Insisting on using objective criteria.

It's all about creating options that offer gains to all sides, turning the negotiation table into a buffet of solutions.

4. The Circle of Conflict



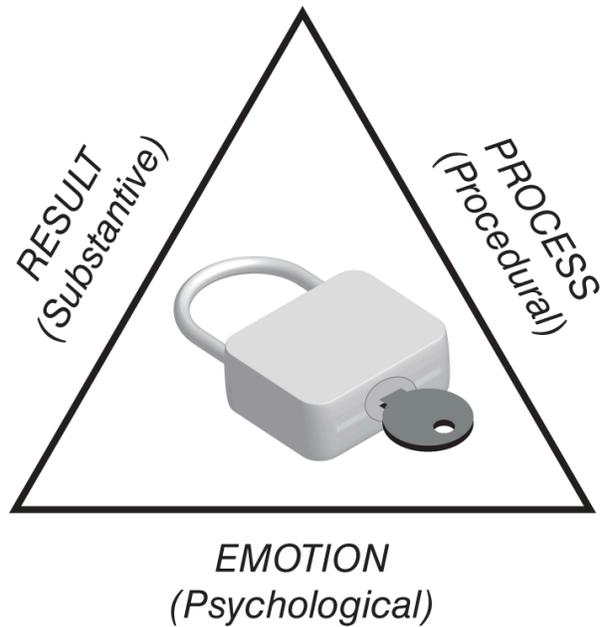
We Report Work
the easiest way to report work



Imagine conflict as a pie (who doesn't like pie?). The Circle of Conflict slices it into five pieces: Values, Relationships, Moods, Data, and Structure. Understanding which slice your conflict falls into can guide you to the most effective resolution strategy. Is it a data issue? Bring more information to the table. A clash of values? Time for some deep dialogue.

5. The Triangle of Satisfaction





This framework reminds us that conflict resolution isn't one-size-fits-all. It breaks down needs into three categories: Substantive (the what), Procedural (the how), and Psychological (the feels). Balancing these three aspects can lead to a satisfying resolution for all parties involved.

In Conclusion

Each framework offers a unique lens through which to view and solve conflicts. The savvy manager will mix and match these approaches, tailoring their strategy to the situation at hand. Remember, conflict is not a roadblock but a ramp. Use it to elevate your team to new heights of collaboration, innovation, and productivity. Now, go forth and harmonize!



We Report Work
the easiest way to report work

Streamline your work reporting with,

#wereportwork #ai #aiforgood



WE REPORT WORK

If you like our content, spare your 2-Min to explore how We Report Work solves issues of **“Not getting timely updates”** and **“Countless Wasted hours on Reporting”** using tech magic.



Try We Report Work's [Free Forever Plan](#).

We're always up for a coffee chat. Reach out on hello@wereport.work



We Report Work
the easiest way to report work