

Working with Conflict: Strategies for Overcoming Workplace Challenges.



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Working With Conflict Working With Conflict

Simon Fisher



Working With Conflict Working With Conflict:

Working with Conflict Simon Fisher,2000-08 Provides a range of tools ideas methods techniques for tackling conflict

Working in Conflict - Working on Conflict Pat Gibbons,Brigitte Piquard,2006-01-01 The intensification and multiplicity of protracted conflicts the blurring of traditional distinctions between war zones and safe areas together with increased difficulties in distinguishing between belligerents and civilian population have all served to worsen the fate of innocent victims and to complicate the work of those who try to assist them Actors who claim space under the humanitarian banner are guided by varying principles of humanitarianism or employ different interpretations of a small number of acknowledged humanitarian principles This book addresses some of the main challenges and dilemmas of contemporary humanitarian work It presents a selection of papers from a high level forum that the Network on Humanitarian Assistance NOHA convened in 2003 as an introductory course to its Joint European Master s in International Humanitarian Action The event gathered over two hundred participants including researchers policy makers practitioners and postgraduate students from around the world The first section of the book explores the meaning of the humanitarian concept The second analyses the evolving mandates of humanitarian actors under a number of broad groupings and finally the third examines the scope of the humanitarian business and the relationship between humanitarian action and conflict transformation hence the title working in conflict working on conflict

Managing Conflict at Work Clive Johnson,Jackie Keddy,2010-09-03 Managing Conflict at Work provides practical guidance on how to prevent contain and resolve conflict in the workplace It demonstrates how effective conflict management can have a powerful impact on the way organisations channel their energies encouraging positive mindsets and building stronger and happier workforces Putting the cost of rising conflict in context with recessionary times it looks beyond individual cases to issues such as workforce motivation and corporate responsibility The authors provide a wide range of practical techniques tools and templates to support individuals who need to facilitate the resolution of employee disputes Aimed not just at mediators and conflict practitioners but at staff managers and anyone who needs to deal with people disputes the book emphasises simple and practical ways for dealing with conflict situations both when potential disputes are first emerging and once a conflict has escalated into a formal complaint Also including international case studies extensive appendix of templates tools and forms including stakeholder analysis mediation in take forms and reflective questioning prompts Managing Conflict at Work provides practical support to ensure that your company prevents disputes and stays within the law The book is accompanied by an extensive range of ready to use templates and case studies and is supported by a dedicated website providing information and downloads referred to in the book as well as videos and podcasts

Resolving Conflicts at Work Kenneth Cloke,Joan Goldsmith,2011-01-06 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 *Transforming Conflict through Communication in Personal, Family, and Working Relationships* Peter M. Kellett, Thomas G. Matyók, 2016-11-15 A transformational approach to conflict argues that conflicts must be viewed as embedded within broader relational patterns and social and discursive structures Central to this book is the idea that the origins of transformation can be momentary situational and small scale or large scale and systemic The momentary involves shifts and meaningful changes in communication and related patterns that are created in communication between people Momentary transformative changes can radiate out into more systemic levels and systemic transformative changes can radiate inward to more personal levels This book engages this transformative framework by bringing together current scholarship that epitomizes and highlights the contribution of communication scholarship and communication centered approaches to conflict transformation in personal family and working relationships and organizational contexts The resulting volume presents an engaging mix of scholarly chapters think pieces and personal experiences from the field of practice and everyday life The book embraces a wide variety of theoretical and methodological approaches including narrative critical intersectional rhetorical and quantitative It makes a valuable additive contribution to the ongoing dialogue across and between disciplines on how to transform conflicts creatively sustainably and ethically Organisational, Social & Family Role Stress, Work Family Conflict And Job Satisfaction Dr. V. Mahmudul hasan and dr. T. Mohamed ilyas, **The SAGE Handbook of Organizational Behavior** Julian Barling, Cary L Cooper, 2008-07-24 This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior Focusing on core micro organizational behaviour issues chapters cover key themes such as individual and group behaviour The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indispensable road map to the subject area The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro organizational behaviour scholars **Work and Family** Steven A.Y. Poelmans, 2005-03-23 The entrance of women into managerial positions in significant numbers brings work and family issues to center stage shifting the spotlight from issues of entry and equality of access to the consideration of the work family conflicts and the difficulties posed on female managers Looking at new approaches to enhance the work family interface individually and in the firm Work and Family An International Research Perspective provides an overview on the antecedents of work family conflict and the major consequences of work family conflict for well being productivity and the strength of the relationship with the firm discusses the migrant s work and family experiences in terms of the demands

opportunities and constraints they face and the role of work family culture in reconciling the demands of work and family in organizations presents descriptive data concerning the linkages between work family pressure and several known correlates and the differences in reported levels of each of these variables explores the work life balance challenges and opportunities created by global assignments examines the work family interface of the Western model and urban sub saharan Africa emphasizes the importance of organizational change to the dynamics of work family policies and highlights the progress in moving the field toward an open systems perspective Written by well known contributors this book offers international research in order to test the models mostly developed in the United States In addition it develops new models to capture the complexity and diversity of work family experiences around the globe and explores cross cultural topics **The**

Work-Family Interface Sampson Lee Blair, Josip Obradović, 2018-10-29 This volume focuses upon the complex nature of the work family interface and how families around the globe deal with the inherent dilemmas therein Chapters examine how work affects families in both overt and discrete manners as well as how family life in turn affects paid employment

Passion for Work Robert J. Vallerand, Nathalie Houliort, 2019-05-31 Passion is a pervasive concept in the work domain Workers aspire to be passionate in the hope of finding meaning and satisfaction from their professional life while employers dream of passionate employees who will ensure organizational performance Does passion for work matter Does passion invariably bring about the anticipated positive outcomes or is there a darker side to passion for work that can also lead to negative outcomes for individuals and organizations The goal of this book is to address these issues This volume reviews major theories of work passion focusing specifically on the dominant theory the Dualistic Model of Passion This theory distinguishes between two types of passion harmonious and obsessive and their associated determinants and consequences This volume provides a comprehensive understanding of passion for work by addressing the origin of the concept and its theoretical issues how can passion for work be developed what are the consequences to be expected at the individual and organizational levels and how can passion for work shed new light on contemporary issues in the workplace *Passion for Work* Theory Research and Applications synthesizes a vast body of existing research in the area provides insights into new and exciting research avenues and explores how passion for work can be cultivated in work settings in order to fulfill both workers and employers hopes for a productive and satisfying work life

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