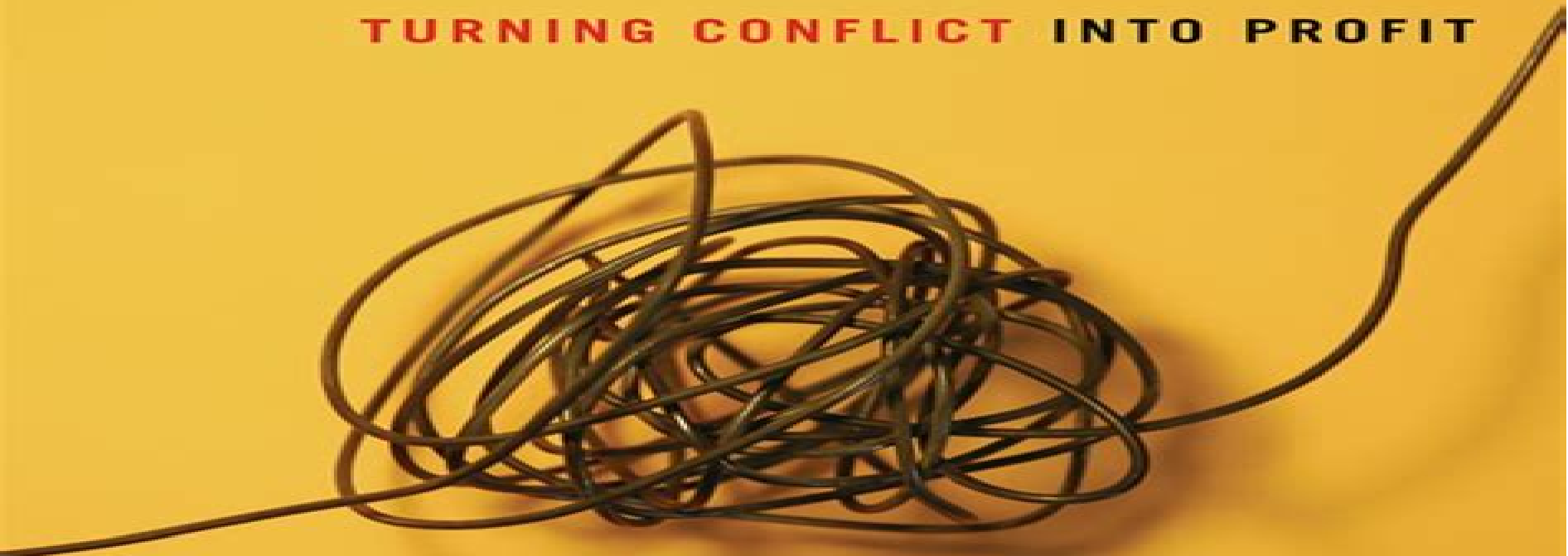


TURNING CONFLICT INTO PROFIT



**A Roadmap for Resolving Personal
and Organizational Disputes**

LARRY AXELROD AND ROWLAND (ROY) JOHNSON

Turning Conflict Into Profit A Roadmap For Resolving Personal And Organizational Disputes

Patricia Della-Piana



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Turning Conflict Into Profit Larry Axelrod, Rowland (Roy) Johnson, 2014-09-27 Conflict in the workplace becomes expensive when an organization's efficiency is damaged by friction between employees. Conflicts can threaten the profitability and innovation of business, the sustainability of public institutions, and the health and achievement of individuals. Faced with conflict, most people either lean away, avoiding the issue, or charge right in, escalating the problem. Neither strategy is ultimately successful, and the social and financial costs can be devastating. Drawing on principles of psychology and sociology, Larry Axelrod and Roy Johnson have developed a new alternative for workplace conflict resolution. *Turning Conflict Into Profit* explains how leaning into conflict not only defuses workplace tensions but releases blocked energy into positive channels of development. Written in plain language with real-life examples, *Turning Conflict Into Profit* offers a practical and rewarding roadmap through conflict. *The Routledge Companion to Wellbeing at Work* Cary Cooper, Michael Leiter, 2017-05-18 Over recent years, many companies have developed an awareness of the importance of an active rather than passive approach to wellbeing at work. Whilst the value of this approach is widely accepted, turning theory into effective practice is still a challenge for many companies. *The Routledge Companion to Wellbeing at Work* is a comprehensive reference volume addressing every aspect of the topic. Split into five parts, it explores different models of wellbeing, personal qualities contributing to wellbeing, job insecurity, and organizational wellbeing, workplace supports for wellbeing, and initiatives to enhance wellbeing. The international team of contributors provide a solid foundation to research and practice, including contemporary topics such as architecture, coaching, and fitness in the workplace. Edited by two of the world's leading scholars on the subject, this text is a valuable tool for researchers, students, and practitioners in HRM and organizational psychology. *Managing Human Behavior in Public and Nonprofit Organizations* Robert B. Denhardt, Janet Vinzant Denhardt, Maria Pilar Aristigueta, 2008 Written for undergraduate and postgraduate programs in public administration, particularly in Masters in Public Administration (MPA) programs, this text is designed to help students develop the skills and understanding they need in order to become effective and responsible public managers. It covers all of the essential topics in management and organizational behaviour from the perspective of public and non-profit management. The text focuses on the importance of understanding the behaviour, motivations, and actions of individuals in the public service and the distinctiveness of management and leadership in public organizations. Action-oriented, the book is filled with cases, self-assessment exercises, simulations, and evaluative instruments. **Witch Daze** Patricia Della-Piana, 2010 *Quill & Quire*, 2005 **Choice**, 2006-03 *Resolving Personal and Organizational Conflict* Ken Cloke, Joan Goldsmith, 2000-09 *Resolving Personal and Organizational Conflicts and Disputes* offers specific methods for assisting disputing parties to communicate their problems without sinking into the twin traps of demonization and victimization. In addition, the authors show how to encourage people and organizations in conflict to identify new ways of sustaining supportive relationships and

transforming anger into awareness dialogue and reconciliation BOOK JACKET *Conflict to Collaboration: Turning Workplace Challenges into Growth Opportunities* favour emeli,2025-01-16 Workplace conflicts are inevitable but they don't have to be destructive In *Conflict to Collaboration* you'll discover how to transform disputes into opportunities for personal and organizational growth Drawing on practical strategies and real world case studies this book provides a comprehensive roadmap for addressing tension misunderstanding and power struggles in the workplace This book delves into the root causes of workplace conflict from miscommunication to cultural differences and offers actionable tools to resolve disputes with empathy and effectiveness It introduces frameworks for conflict management that leaders managers and teams can adapt to their unique situations By highlighting the role of emotional intelligence active listening and open communication it shows how to turn even the most challenging situations into stepping stones for stronger relationships and better outcomes Through engaging storytelling and expert analysis *Conflict to Collaboration* emphasizes the importance of perspective You'll learn how to see conflicts not as obstacles but as opportunities to innovate collaborate and build trust By the end readers will be equipped to foster a culture of collaboration that strengthens their teams and boosts their organization's success Whether you're a seasoned manager or a new team leader this book will transform the way you approach conflict

Conflict Management for Managers Susan S. Raines,2012-12-14 Raines masterfully blends the latest empirical research on workplace conflict with practical knowledge skills and tools to effectively manage and prevent a wide range of conflict episodes This is a highly applicable top shelf book that will assist anyone from the aspiring manager to top level management and leadership in the public private and nonprofit sectors It will also be a fast favorite of professors trainers and students of business and conflict management Brian Polkinghorn Distinguished Professor Center for Conflict Resolution Salisbury University With her broad dispute resolution teaching and editing experience Susan Raines is uniquely qualified to organize what is known about conflict management in the workplace She has succeeded in providing private public and nonprofit managers with accessible concepts and tools to deal effectively with the internal and external conflicts they must confront every day Essential reading for all managers Alan E Gross senior director training coordinator New York Peace Institute After reading an advance copy of Raines's impressive book I can't wait to begin to use it as a seminal text in my classes in organizational conflict I am amazed at her ability to cover so well such disparate subjects as systems design public policy disputes small and large group processes customer conflicts conflicts in a unionized environment and conflicts within regulatory contexts Her user friendly writing style is enhanced by her salient examples of exemplary and mistake laden practices within public and private sector organizations A must read for scholars students and practitioners interested in organizational conflict Neil H Katz professor Conflict Analysis and Resolution Nova Southeastern University Conflict management skills are essential to a manager's success Raines a leading scholar and practitioner provides a comprehensive and strategic new guide to these critical skills and how to use them in any organization Lisa Blomgren Bingham Keller

Runden Professor of Public Service School of Public and Environmental Affairs Indiana University *Resolving Conflict*
Harold Scharlatt, 2016-07-01 Conflict is inevitable in everyday life and especially in today's increasingly non hierarchical organizations in the workplace So what has always been a key leadership skill conflict resolution has become even more critical But too often leaders receive little formal training in conflict resolution and they struggle just to manage the simplest interpersonal conflicts By using the lessons of this book readers will be able to apply a thorough proven method summarized in ten steps for resolving conflicts Following these steps leaders can analyze a conflict and move toward its resolution with more assurance of a positive outcome for everyone involved

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