

Effective Conflict Resolution Strategies

Defining conflict resolution

The term "conflict resolution" simply means how you solve conflicts, and sometimes it could carry different names such as mediation or dispute resolution. To resolve conflicts, there are many principles, guidelines and rules you have to keep in mind, such as:

- Creating an effective atmosphere
- Neutralizing emotions
- Setting ground rules
- Setting time and place
- Creating mutual understanding
- Identifying needs for me, them, and us
- Focusing on individual and shared needs
- Finding common ground
- Building positive energy and goodwill
- Strengthening the partnership
- Getting and examining root cause
- Opportunities for forgiveness
- Identifying benefits of resolution
- Generating options
- Creating mutual gain options and multiple option solutions
- Building a solution
- Creating criteria
- Creating the shortlist
- Choosing a solution
- Building a plan



Strategy Of Conflict

Michael Seilmaier



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