



Conflict Resolution can bring about
the best kind of change there is.

It all starts with you,
be the change you want to
see in our world.

Be that one person who makes
a difference in someone's life.

California Federation of Women's Clubs



Conflict Resolution 2020 to 2022

Here is one more method

What is Conflict Resolution?

Conflict resolution is a way for two or more parties to find a peaceful solution to a disagreement between them.

You want to resolve a conflict so that both parties win.

The famous Win-Win!

Why? It's easy people work better without conflict. No matter if they are working in a place of Business or volunteers in a Women's Club.



Teams work better with out Conflict. When everyone gets along it is more fun & easier to do what is needed to do & you get a better outcome or project.

To problem solve

One thing to remember is not every method is right for each problem or conflict.

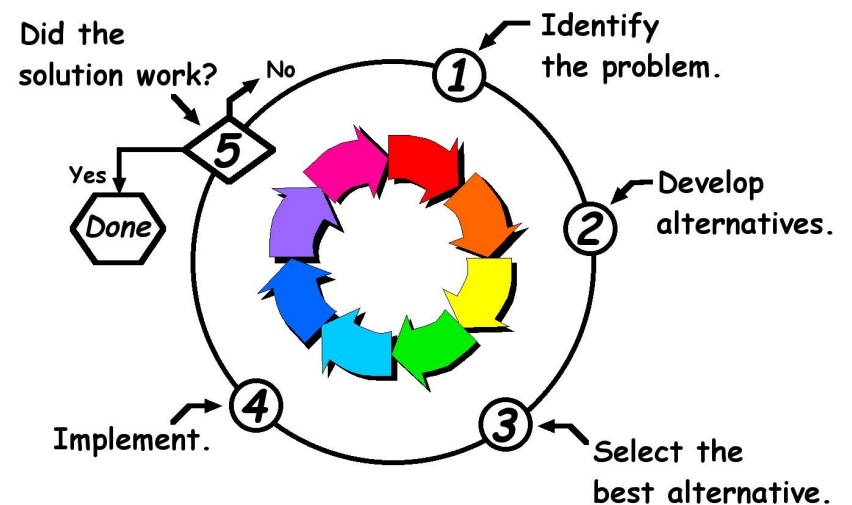
Some problem are much easy to solve than others.

The difficult problems will be the hardest to solve.

You will feel great when you do find the answer.

The key is do not give up. Keep trying until it is solved.

Steps to solve a problem...



Successful Resolutions To difficult issues



Saves time

Money

Energy

Motivates

Helps your reputation

You may even find you have made new friends and have new resources just because you found a good and equitable solution to your issue.



4 Steps to Resolving Issues

The first step is to communicate.

Your team leader or President should have already done some ground work here. You cannot expect two people who have never talked & now have an issue to suddenly have a deep and meaningful talk.

This is where ice breakers and team building should have already happened. If these two things have happened it is much easier to talk things out with someone you know and have a friendship with.

When you do this communicating remember to stick to the facts.



Just the facts! Like Sgt. Joe Friday said in his TV show!

Be genuine. Be honest, Be kind.

Next listen

Second actively listen

Don't interrupt, this is hard to do because you want to tell your side. But try to listen to what they have to say.

This will also help you when dealing with difficult people.

Then when they are done, repeat what you heard back to them. Let the other person correct your version of what you heard. Understand that what you may have heard may not be what the other person is trying to tell you.



You may also ask open-ended questions. Maybe you don't understand what it is that they are trying to tell you. That may be why there is a conflict. You may end up solving the whole thing right here.

Now flip and you tell the person your side and let them tell you what they heard and ask open-ended questions.

Resolve Conflicts while they are small.

The more you keep growing and ensuring that your relations keep growing with club members the better it will be for the club, while staying peaceful.

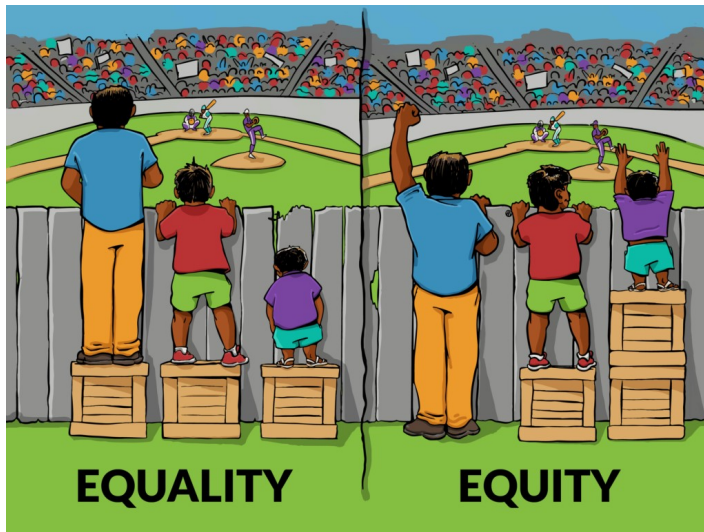
If you make peace with your reviles then you have now increased your allies and it is easier to get things done for the betterment of the club. It might mean more new members.

A good ending may mean an easier more peaceful environment & future.



What are we looking for?

You are not always looking for Equality, does that surprise you? This cartoon shows us in a cute funny way that equal is not always fair. Who would have thought that to be a truth– but it is.



Equality is typically defined as treating everyone the same and giving everyone access to the same opportunities.

Equity refers to proportional representation (by race, class, gender, friends, etc.) in those same opportunities.

You can see that Equal can cause conflict in your clubs. We have all heard it before. Why are certain people always first. They will claim its equal, but is it equitable.

Keep talking

Review the options

Talk over what your options are.

Look for solutions that benefit both of you or all parties.

If you don't need to have an answer that minute. Take a day or two to sleep on it. All while keep thinking of solutions to your joint problem or issue. Make sure that you both agree it is okay to wait if that is what you decide to do.



Bring in a mediator or a objective third person to help look at the problem or issue, If needed. But don't jump right to the we need help of an extra person. Try to work it out your selves.

End Up with a Solution

Find your answer

Agree to an answer where both sides end up with something that they want.

In management speak each side gets a benefit that satisfies them. The conflict goes away. That is the ending we are looking for, a happy ending.

When one side pushes the other side around with someone losing & someone winning. That is the way the loser feels and the underlying causes of the conflict keep happening and nothing is solved.



A negotiated happy ending solves the problems!

Why We Should Negotiate

We talked about interpersonal relationships. That happier people work harder and turn out a better product.

We need to understand more about the core beliefs and back grounds of others who may come from other cities, states or countries than you do.

To help solve conflicts it helps to understand what other people believe in. The conflicts may be coming from cultural beliefs or other points of view. It is necessary to see the conflict from both sides. To learn more about each sides perspective and motivations.

