

Case Study For Conflict Management

Caroline Hughes

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Natural Resource Conflict Management Case Studies Alfonso Peter Castro, Erik Nielsen, 2003 This report presents a collection of case studies which focus on processes of conflict management and resolution and the different ways and means that conflicts are addressed. The authors examine the intervention strategies, methods and tools employed by different actors, as well as the underlying interests and assessment of options in conflict management and resolution.

The Oxford Handbook of Conflict Management in Organizations William K. Roche, Paul Teague, Alexander J. S. Colvin, 2014-07-03 New ways of managing conflict are increasingly important features of work and employment in organizations. In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution (ADR) practices, drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy. Developments in the management of individual and collective conflict at work are addressed, as are innovations in both unionized and non-union organizations and in the private and public sectors. New practices for managing conflict in organizations are set in the context of trends in workplace conflict and perspectives on how conflict should be understood and addressed. Part 1 examines the changing context of conflict management by addressing the main frameworks for understanding conflict management, the trend in conflict at work, developments in employment rights, and the influence of HRM on conflict management. Part 2 covers the main approaches to conflict management in organizations, addressing both conventional and alternative approaches to conflict resolution. Conventional grievance handling and third-party processes in conflict resolution are examined as well as

the main ADR practices, including conflict management in non-union firms, the role of the organizational ombudsman, mediation, interest-based bargaining, line and supervisory management, and the concept of conflict management systems. Part 3 presents case studies of exemplars and innovators in the field, covering mediation in the US postal service, interest-based bargaining at Kaiser-Permanente, 'med-arb' in the New Zealand Police, and judicial mediation in UK employment tribunals. Part 4 covers international developments in conflict management in Germany, Japan, The United States, Australia, New Zealand, the United Kingdom and China. This Handbook gives a comprehensive overview of this growing field, which has seen an huge increase in programmes of study in university business and law schools and in executive education programmes.

Holding These Truths Nancy Erbe, 2003

Case Studies for Intercultural and Conflict Communication Kelly L. McKay-Semmler, 2021-12-16 Case method teaching has long been recognized for its educational value. In classes, workshops, and seminars where case studies are used effectively, discussion participants gain knowledge and become more proficient in analyzing information. Case learning also increases tolerance for ambiguity and fosters deeper understanding of complicated issues. Beyond basic-level memorization of concepts and definitions, case learning encourages participants to engage in perspective-taking while analyzing and evaluating the communication behaviors of characters. Case learning promotes exploration of complex problems in ways that are creative, interactive, and engaging for both case learners and case facilitators. This book is a compilation of original case studies on topics spanning intercultural communication, organizational communication, and conflict resolution. Core concepts in conflict studies, such as shared interests, conflict styles, and power currencies, are narratively presented in dynamic interplay, and discussion participants are compelled to think critically about their implications. Moreover, abstract concepts and policies pertinent to intercultural relations, like intercultural communication competence and affirmative action policies, are presented in the form of concrete characters in situated realities, encouraging case learners to consider the particulars (people), as well as the principles (ethics and laws). For the case learner, the highest level of thinking is required: core concepts must be learned, synthesized, applied, and critically examined in discussing the case.

The Conflict Resolution Toolbox Gary T. Furlong, 2010-03-18 In real-life conflict resolution situations, one size does not fit all. Just as a mechanic does not fix every car with the same tool, the conflict resolution practitioner cannot hope to resolve every dispute using the same technique. Practitioners need to be comfortable with a wide variety of tools to diagnose different problems, in vastly different circumstances, with different people, and resolve these conflicts effectively. The Conflict Resolution Toolbox gives you all the tools you need: eight different models for dealing with the many conflict situations you encounter in your practice. This book bridges the gap between theory and practice and goes beyond just one single model to present a complete toolbox - a range of models that can be used to analyze, diagnose, and resolve conflict in

any situation. It shows mediators, negotiators, managers, and anyone needing to resolve conflict how to simply and effectively understand and assess the situations of conflict they face. And it goes a step further, offering specific, practical guidance on how to intervene to resolve the conflict successfully. Each model provides a different and potentially useful angle on the problem, and includes worksheets and a step-by-step process to guide the reader in applying the tools. Offers eight models to help you understand the root causes of any conflict. Explains each model's focus, what kind of situations it can be useful in and, most importantly, what interventions are likely to help. Provides you with clear direction on what specific actions to choose to resolve a particular type of conflict effectively. Features a detailed case study throughout the book, to which each model is applied. Additional examples and case studies unique to each chapter give the reader a further chance to see the models in action. Includes practical tools and worksheets that you can use in working with these models in your practice. The Conflict Resolution Toolbox equips any practitioner to resolve a wide range of conflicts. Mediators, negotiators, lawyers, managers and supervisors, insurance adjusters, social workers, human resource and labour relations specialists, and others will have all the tools they need for successful conflict resolution.

Managing Human Behavior in Public and Nonprofit Organizations Robert B. Denhardt, Janet V. Denhardt, Maria P. Aristigueta, Kelly C. Rawlings, 2018-12-27 Managing Human Behavior in Public and Nonprofit Organizations, Fifth Edition is an established core text designed to help you develop your leadership and management skills. Bestselling authors Denhardt, Denhardt, Aristigueta, and Rawlings cover important topics such as stress, decision-making, motivation, leadership, teams, communication, and change. Cases, self-assessment exercises, and numerous examples provide you with the opportunity to apply concepts and theories discussed in the chapter. Focusing exclusively on organizational behavior in both public and nonprofit organizations, this text is a must-read for students in public administration programs. New to the Fifth Edition: Increased attention to issues related to nonprofit organizations helps you develop a better understanding of the differences and similarities in public and nonprofit organizations, as well as the way they interact with one another and with the private sector. Broadened coverage of issues related to ethics and diversity offers you a broader perspective on important issues to consider, such as the examination of implicit and explicit bias, generational differences, and power and privilege. Additional discussions of collaboration, inclusion, and participation, both within the organization and with external constituencies, show you the value rationale for engagement and its practical effects. Revised and updated information on emerging technology illustrates to you how an increasingly digital, connected, and networked environment affects our ability to manage public and nonprofit organizations. New cases, examples, self-assessments, and exercises cover recent developments in research and practice to offer relevant ways for you to practice and improve your management skills.

Assessing Conflict Management Practice. A case study of Aleta land polypropylene bag Factory SNNPR, Hawassa Ethiopia Yirgalem Abera, 2017-01-12 Bachelor Thesis from the year 2016 in the subject Art - Arts Management, grade: 3.58,

Hawassa University, course: management, language: English, abstract: In order to be highly productive and being successful in any operation is somewhat a difficult task, unless conflict is managed carefully in the organization. Therefore, the main reason of conducting this research is to find out the sources of conflict, to identify conflict resolution techniques and to know the positive and negative outcomes of conflict in the organization. Among the factors that accounted for the existence of conflict in the organization, perpetual difference, value difference, modern technology and personality clashes were the most important. The effort of management to understand the existing conflict in the organization is low which implies the weakness of management of the organization in handling conflict. In general, undertaking conflict and assessing conflict management practice is important task for the reduction of problems which exist in the organization.

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.

Mediation and early resolution ,2012

Conflict Prevention in Project Management Wolfgang Spiess, Finn Felding, 2008-08-09 This handbook has three primary objectives : (?) to give the project managers guidance to avoid conflicts in project execution and to understand the procedures in case of legal proceedings, (?) to give lawyers the understanding of the technical problems in project management, and (?) to give students an introduction into the technical and legal aspects of managing big international projects. The case studies and questions at the end of each chapter are especially directed to the student and the young project managers, who try to enter the ever more complicated world of managing international projects. This book does not try to give legal advice, but it tries to help engineers and project managers how to thoroughly plan their project in order to avoid conflicts during execution.

In this way it also helps lawyers to better understand their clients, when they have to defend them in conflicts regarding big international projects. The authors' many years of experience in managing international projects on one side and in assisting as experts and monitors of litigation on the other side have led them to write this book and thus to help other project managers avoid the mistakes that they themselves and other project managers have made in the past.

The Evolution of Democratic Process and Conflict Management in Cambodia Caroline Hughes, 2004

Conflict Management in Organizations Foundation for Research on Human Behavior, 1961

Conflict Management in Divided Societies Stefan Wolff, Christalla Yakinthou, 2013-03-01 This exciting and innovative new textbook takes a multi-perspective approach to the study of conflict management in divided societies. Offering a wide range of perspectives from the leading experts in the field, the work explains conflict management from the viewpoint of the political scientist, the constitutional architect, the activist, and the NGO. It examines the philosophies underpinning constitutional design, the actors and processes involved, and the practicalities of the settlement process, combining conceptual and theoretical contributions with empirical case studies. In so doing, it provides a comprehensive global introduction to the study of conflict management in divided societies. Features & benefits of the textbook: Clearly explains the theories underpinning constitutional design including power sharing/liberal consociationalism, centripetalism, power dividing, and territorial solutions Surveys the key actors and processes involved in designing and implementing peace including the evolution of diplomacy in peace-making, and separate chapters about crafting solutions for divided societies from the perspectives of NGOs, the UN, EU and AU Explores the realities on the ground with chapters written by activists and practitioners which draw on their experience of working in conflict zones Written in a clear and engaging style, this work is essential reading for all students of conflict resolution.

Conflict Management : Case Study C : the Anatomy of a Conflict - Vietnam John Craig, 1980

Forest Land Use and Management Conflicts David W. Marcouiller, Paul V. Ellefson, 1987

The Politics of Urban Development Clarence Nathan Stone, Heywood T. Sanders, 1987 In the past twenty years the study of urban politics has shifted from a predominant concern with political culture and ethos to a preoccupation with political economy, particularly that of urban development. Urban scholars have come to recognize that cities are shaped by forces beyond their boundaries. From that focus have emerged the views that cities are clearly engaged in economic competition; that market processes are shaped by national policy decisions, sometimes intentionally and sometimes inadvertently; and that the costs and benefits of economic growth are unevenly distributed. But what else needs to be said about the policies and politics of urban development? To supplement prevailing theories, *The Politics of Urban Development* argues that the role of local actors in making development decisions merits closer study. Whatever the structural constraints, politics still matters. Collectively the essays provide ample evidence that local government officials and other community

actors do not simply follow the imperatives that derive from the national political economy; they are able to assert a significant degree of influence over the shared destiny of an urban population. The impact of the collection is to heighten awareness of local political practices and of how and why they make a difference.

Case Studies in Family Mediation John A. Lemmon, 1988

The Essential Guide to Workplace Mediation and Conflict Resolution Nora Doherty, Marcelas Guyler, 2008-04-03 The Essential Guide to Workplace Mediation and Conflict Resolution examines the nature, process, uses and skills for employing and using mediation. The authors examine what mediation is and how it can be successfully applied to resolve issues, by presenting a range of techniques and case studies. Applicable to not only one-on-one conflict, but also at team and board room level, this is the book for you whether you are in the front line and have to anticipate, pre-empt or defuse conflicts in support of productive working relationships, are already a mediator or are training to become one.

The Annual Review of Conflict Knowledge and Conflict Resolution, 1989

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