

Conflict and Learning Culture

In the long-hour culture and often strictly structured workplaces of today organizations we often have contradicting requirements between people or organizational units. It is useful to understand how conflicts arise, and what it means for co-workers and the organization. How we can support fruitful cooperation in view of conflicts are the issues of this workshop.

Your profile

- You have experienced or are involved in destructive outcomes of conflicts
- You want to understand conflict dynamics in your organizational unit
- You are interested to gain first mediator competencies to resolving conflicts.

Workshop content

- What is conflict?
- Understanding causes of conflict
- Models of analysing conflicts
- Conflict dynamics and management
- Power
- Learning organization

Your profit

You will understand

- how cooperation and competition contribute to organizational culture
- your own conflict behaviour
- predictable conflict-dynamics
- how to improve your capacity to act constructively
- how to develop conflict solving and thus team- and leadership-competencies.

Theoretical impulses alternate with relevant exercises. They deepen your understanding, support your self-awareness and give you Best-Practice examples and experience from simulations.

Referee

Dr. Silvie Klein-Franke, Ideas x Skills, Certified Management Consultant (CMC), international Constantinus-Award 2008. EU-expert in gender (EU research framework) and intercultural and social competence (Leonardo). Certified careers advisor, studies in diversity management, dissertation as biochemist at the Max-Planck-institute for Immunology.

Longstanding management and leadership experience with teams up to 75 people from up to 44 countries and involving more than 15 disciplines. Among others reorganization of a university language centre, building a career service and placement centre, coordination of an international and technical women's university.

Counselling of German, Austrian and Swiss universities, as well as small and large technical companies regarding gender and diversity issues and reorganization to generate inclusive organizational cultures. Professor in human resource development, organizational development and change management for several national and international study programs at the Management Centre Innsbruck.

References:

University of Göttingen, Würzburg, Stuttgart, Basel, St. Pölten and Wels, FemTech Austria, Max-Planck-Society, Management Centre Innsbruck, Counties of Tyrol and Vorarlberg, Tyrol Health Insurance, Employment Centre Vienna, Women's academy Munich, Mentoring Platform Tyrol, Julius Blum GmbH, Kommunalkredit Austria, Lufthansa Technical Training, PDA-Group, Rolls-Royce Europe.

Format

The workshop is given as a 2-day workshop.

Language: The seminars can be given in English or German or bilingual.
Group size: 10 to 15 participants.
Costs: upon request.