

Example of conflict management at belt healthcare essay

[Business](#), [Organization](#)



The description fits the process model in the text. There are emerging conflicts between Brooks and Gantman. These conflicts are handled. They are not managed properly. This leads to the fall of the Corporation. Gantman was in a conflict now and then with Brooks. They kept prior conflicts a secret instead of dealing with them. Gantman made attempts to speak with Brooks about the conflicts. He consulted Marilyn Young, who requested assistance from OD, a manager. OD recommended a number of strategies to Young and agreements on how the process was to be conducted. Young had no confidence in her ability to convey the required communication and skill to her staff. He sent incoherent messages to the differing parties, failed to honor the agreements and received several accusations.

I would have done it differently by meeting the differing parties on the table to talk about their disagreements. By showing them the need for cooperating, I will highlight the consequences that are likely to occur if there is no cooperation. Having my resolution in mind, I will ask them to propose a way forward to help in settling their disputes. After considering their opinions, I will project mine to make a conclusive remark. I will then show them the value of pulling together in order to complement each other's work.

Conflict management is vital in any organization. Its handling should be done by careful consideration of claims from all parties involved. When this is not done, the poorly made ruling can lead to many failures to various departments and the whole organization. This process should be timely and be covering all issues involved.