

Genders at work

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Gender at Work al Affiliation) As human being we are always called upon to maintain peace in resolving conflicts presenting itself. It is a path that everyone can identify with. When the Ury talked about the worldwide method of negotiating professional and individual disputes without getting angry or carried away. According to the literature of Ury, he provides a concise, proven strategy, and step by step strategies for concluding mutually acceptable principles in every kind of conflict. Whether involving neighbors, children, parents, employees, corporation or even the customers. Just like the article of tools for resolving conflicts, Ury, offers simple and elegant ways of creating agreement in difficult situations from the conflicts of the family to worldwide wars (Goodwin & Griffith, 2007). The story of Ury guides us on how to resolve conflicts and wars. According to the article, sharing stories is regarded as an effective instrument for social justice and peace.

This relates to a William piece of work where he negotiated peace in worldwide conflicts and choosing various stories that will make a difference globally. The article focusses on the negotiation psychology as a principled negotiation that is important in finding acceptable solutions by finding the needs that are fixed and flexible to negotiators. Just like in the Ury's speech the tools effectively for conflict resolution include separating people from problems, focusing on interest not positions, working together in creating opinions that will satisfy the two parties, and negotiating successfully with those who are more powerful, refusing to play by the rules or resorting to dirty tricks (Goodwin & Griffith, 2007).

Reference

Goodwin, C., & Griffith, D. (2007). *The conflict survival kit: tools for resolving conflict at work*. Upper Saddle River, N. J.: Pearson Prentice Hall.