

Conflict management plans assignment

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Collaborating Strategy When in conflict, people try to work together to achieve a mutually outcome Team member try to understand other team members views in order to find solutions to the problem. A winning solution is when all are in agreement, thus a group collaboration may take a long time to complete goals **Avoiding Strategy** Should a person be discomfort, they may pay no attention to the conflict If a person knows that they have no power or control over a situation, than the strategy can be put into effect. **Evading** can be helpful should the team can find a better solution to the problem.

Evading is also useful when the team is buying time In order to gather more information before making a decision. Decisions are made by default , because of deadlines I OFF When you place someone overlooks their concerns and puts someone else interests before your own in order keep the relationship. When someone understands they are wrong, this strategy aids the group. Also when the person understands they cannot win the groups support, thus allowing others to learn from their mistakes Individual cannot take credit for their own ideas.

Compromising Strategy Each member must be willing to bend a little so the group can reach their common goal When team members are committed to achieving the goal, compromising strategy alps with solutions to the problems. This can save times as solution are identified sooner than examining concerns from each person Team members may find it difficult to bend to reach compromises. This strategy does not help in finding the best solutions to problems or goals. Should team member always have to compromise rather than discuss the issues, they may become annoyed 2.

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Which of the available conflict management strategies is most appropriate for the current situation with David and James? Provide your rationale, including what factors you considered in making your selection. Your response should be at least 100 words. The approach I would recommend for the conflict between David and James is collaborating strategy. This carries out the strategy that delivers a win/win effect for both, as they have been recognized as valuable employees.

When David and James are collaborating, they are showing teamwork and cooperation, which will help in obtaining the goals and continue to build their relationships. This would be a process of working through difference to come up with solutions that both are satisfied with. Conflicts between David and James stem from communication. By using the collaborating strategy, even though it will take longer than other strategies, it will help develop the trust and understanding of each others views. Any conflicts will be up to David and James to resolve. Our rationale for this selection. Your response should be at least 100 words. Should the collaborating strategy not work for David and James, an alternative strategy I would suggest would be compromising. Both many understand when you win you sometime lose something which both may be a suitable outcome. Each will need to give in order to achieve the goal for the organization. By using the improvising strategy this will acknowledge David and James allowing them to hold on to a part of their positions on issues.

This strategy can save time when trying to obtain a solution on different difficult issues. As solutions are applied, David and James may recognize other options and solutions to the problem which can help achieve goals and <https://assignbuster.com/conflict-management-plans-assignment/>

to understand different viewpoints. 4. What potential road blocks might be encountered in resolving the conflict? How would you address these? Your response should be at least 100 words. Roadblocks related with collaborating strategy are time and energy needed, and the ability of either David or James to take advantage of each others willingness to trust.