

Power the structure
of conflict



**ASSIGN
BUSTER**

Power Imbalance and Conflict Conflicts usually occur when one party enjoys more power than the other. This imbalanced distribution of power leads to biased decisions at the end. The equality of power is important in order to carry out effective resolution and mediation process. Resolution becomes difficult because the more powerful party does not want to negotiate as it does not require a negotiation because of power. Abuse of power can be dealt with if the mediator is talented in communication skills, in listening to both the parties, and in reducing the verbal or emotional bullying from the powerful party. Bringing both the parties at level with each other through communication is the greatest task of mediation aiming at eliminating power abuse. In the given case study, Roland makes use of his power through verbal bullying and abuse with his partner and the subordinates, which makes him less popular among them due to which people working under him are suffering through job dissatisfaction. Power imbalance between the two partners, Roland and Karen, makes them enter into conflicts every now and then and since Karen seems to be in less power, this makes her submissive and more understanding. Roland can deal with the conflicts in a better way by communicating with the workers on friendly terms and making them feel at ease with him so that they share their ideas with him and a better solution is approached. But since, Roland wants to use his power therefore he is less understanding and is imposing his decisions upon the others.