

Essay summary of conflict management

[Business](#), [Management](#)



If a conflict should arise over the course of the team project, Group 4 has agreed to mitigate the conflict as soon as possible. Based on the situation of the conflict, whether it is personal or technical for example, the team will come together and discuss the situation. Once all details of the conflict are known, the team will determine the best way to address the conflict by a majority rules team vote. After a decision is made it will take effect immediately to address the conflict. Note: All conflicts and decisions will be thoroughly discussed with the course instructor along the way for suggestions and ultimate authority. B. Motivation and stability are keys for success in the team project. Group 4 possess these qualities and does not foresee a lack of either throughout the length of the project. However, in an unforeseen circumstance where lack of motivation is identified by the team, it will be addressed immediately. The team will address the team member who is not performing at the expected level of commitment.

This will either be done in a group setting (weekly team call) or an individual representing the team reaching out to the member after speaking with the other team members. . Address the situation with the team member (either in a group or individual setting). 2. Determine if the team member needs additional help or other action to bring their motivation back up. 3. Based on the needs, action will be taken by the team to remedy the situation. *Note: All concerns about motivation of a team member will be thoroughly discussed with the course instructor along the way for suggestions and ultimate authority.

Based on the situations that follow, the specific action will be taken to address and mitigate the situation. L. Team member falls into one or more

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categories below: Non-responsive: If Group 4 identifies a team member that has become non-responsive (unless previously notified due to travel, business, etc.); the team will try to reach out to the member by email several times. If there is still no response after 5 days, the team will then contact the team member by phone (contact phone number for emergencies provided to team).

If contact is still not made, the team will get the course instructor involved in the situation. - Disruptive: If a team member becomes disruptive to the team (continually derailing team meetings, email discussions, or deliverables), Group 4 will meet together to address the situation immediately. The individual will be addressed by the team in a team meeting that the individual's actions are not meeting or group email. The team will state conducive to team activities and the actions need to stop immediately.

If the situation continues after a nominal conversation or email, the course instructor will be notified and action will be taken accordingly. - Not actively contributing: If a team member is not actively contributing, Group 4 will be addressed by the team in a team meeting or group email. It will be determined if the individual just needs extra help that the team can provide or if it is another circumstance not related to the course. If the situation cannot be remedied through added help from the team, Group 4 will consult with the course instructor to determine the best course of action. Not participating in weekly conference calls: If a team member is not attending weekly conference calls on a regular basis (unless previously notified due to travel, business, etc.); the team will reach out to the team member through email

first then the emergency phone number provided to discuss the situation. If the issue is not resolved, - Produces low-quality work: If a team member is providing low-quality work recently, Group 4 will come together to address the situation immediately.

The individual will be address by the team in a team meeting or group email. It will be determined if the individual Just needs extra help that the team can provide or some other reason. If the member does not want team help and still provides low-quality work, Group 4 will consult with the course instructor to determine the best course of action. It. If a team member decides to drop the class, Group 4 will come together to address the situation immediately. The remaining members of the team will reassign the work, so everyone in Group 4 will have a fair amount.

Depending at what point a team member may drop, Group 4 will reach out to the course instructor if it will greatly impact a deliverable with an approaching deadline. Iii. If a team member has an emergency and cannot participate, Group 4 will come together to address the situation immediately. The remaining members of the team will reassign the work, so everyone in Group 4 will have a fair amount. If the team member will be able to return at some point, the team will again come together and divide the work up so each team member has a fair amount. Throughout this time, communicationwith the course instructor will also be in effect.