

## **02 + 03.11.2020 - Navigating Difficult Seas – Conflict Management (en & digital)**

### **Wann?/When?**

02. November 2020, 9.30 a.m - 1 p.m.

03. November 2020, 9.30 a.m - 1 p.m.

### **Wo?/Wher?**

digital per Zoom, die Zugangsdaten gibt es nach Anmeldung / digital via zoom, the login data is available after registration

### **Wer?/Who?**

female students and young female scientists

### **Inhalt des Workshops/Content of the Workshops**

"Conflicts? I like it!" Who can say that with full conviction? Instead, conflict situations are usually perceived as unpleasant, stress and disturbing. The potential for innovation and reorientation that lies in every conflict is rarely seen and utilized. In this seminar, common perceptions of conflict are critically examined and a constructive understanding of conflict is developed. Existing conflict resolution skills of the participants are uncovered and put into action. Methods to address conflicts constructively and to communicate and act professionally in disputes will be taught.

Conflict competence is a key dimension of personal and professional success. This seminar enables participants to discover conflicts as an opportunity for innovation, professional and personal development. Typical areas of conflict at research institution arise, from professional and role-related specificities of research organizations as well as the academic career: e.g. negotiating working conditions at the transition from doctoral to postdoctoral phase, between different status groups (administration vs. academic staff), with colleagues, superiors, employees... Dimensions of implicit and explicit hierarchies in dealing with conflicts are considered, since hierarchy and attributions based on gender origin influence conflict dynamics. How is it possible to adopt a clear and goal-oriented, but at the same time respectful attitude in one's own role (e.g. colleague, employee, manager) during a conflict and how to act accordingly? Participants will be able to work with their own experiences and develop solutions.

- ▶ Basic conflict management (Analysis, Management, Consequences) in professional contexts
- ▶ Conflict dynamics and escalation
- ▶ Uncover individual resources to deal with conflicts
- ▶ Professional communication in conflicts
- ▶ Dealing with hierarchy, dependency and (e.g. gender specific) attribution
- ▶ Emotion management

### **Sprache/Language**

Englisch/English

### **Trainerin/Coach**

› Dr.<sup>in</sup> Neela Enke (<https://www.coachingnetz-wissenschaft.de/team/dr-neela-enke/>)

Coach, Trainerin und Konfliktmanagerin

**Anmeldungen** einfach per Mail über das Projektteam./ Registration simply via the project team by email

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