

## 17.-18.10.2024 Conflict management

### Where?

Magdeburg, IBZ

Ernst-Lehmann Straße 1  
39106 Magdeburg, Germany

### When?

17.-18.10.2024, 9:00 a.m. – 5:00 p.m.

### Language:

English

### Trainer\*in:

Dr. Gaby Schilling | Coach und Trainerin für Naturwissenschaftler\*innen  
> [www.dr-schilling-coaching.de](http://www.dr-schilling-coaching.de) (<http://www.dr-schilling-coaching.de>)

### Initial situation:

Young female academics are often confronted with difficult situations. Conflicts can arise with students, in working groups, with supervisors or in collaborations. Everyone involved sometimes has different interests - or simply a different communication style that is perceived as difficult. This can lead to a loss of motivation and productivity for individuals and entire teams. However, it is not easy to address conflicts openly: We don't want to endanger relationships or we find ourselves in a situation of dependency.

### Contents:

In this workshop, participants will learn practical tools that will enable them to address conflicts and deal with them constructively. We will analyze conflict situations and practice resolving issues or problems between two or more people. We will take a look at individual styles in dealing with conflicts and work on how to handle emotionally difficult situations.

Participants can bring their own cases from their individual environment. They will have the opportunity to discuss own problems and support each other in an atmosphere of trust.

### Workshop objectives:

- ▶ Understand how conflicts arise and what happens if they are not addressed
- ▶ Knowing how to assert your interests through fair negotiation
- ▶ Recognize and reflect on your own conflict style
- ▶ Addressing conflicts within the team and working towards a solution
- ▶ Use communication tools to facilitate constructive conversations
- ▶ Develop an awareness of how different (e.g. cultural) backgrounds can influence conflict/communication styles

## Day 1

- ▶ Signs, advantages, and disadvantages of conflicts
- ▶ Theory: definition, phases, types, and dynamics
- ▶ Negotiation in conflict situations: Analysis, preparation, execution
- ▶ Styles in dealing with conflicts
- ▶ Constructive communication in conflicts

## Day 2

- ▶ Dealing with your own emotions
- ▶ Setting boundaries
- ▶ Responding to manipulation attempts
- ▶ Dealing with inner conflicts
- ▶ Peer-to-peer counselling
- ▶ Transfer

Maximum number of participants: 12 people

Click here for › registration ([https://www.kgc-sachsen-anhalt.de/Qualifizierung+\\_+Karrieref%C3%B6rderung/MeCoSa/Anmeldung.html](https://www.kgc-sachsen-anhalt.de/Qualifizierung+_+Karrieref%C3%B6rderung/MeCoSa/Anmeldung.html))

### Anmeldung

...hier geht es zur Anmeldung

### MeCoSa Projekt-Team

#### **Katalin Varga**

Projektkoordinatorin

- ▶ Coaching
- ▶ Mentoring
- ▶ Netzwerkarbeit
- ▶ Öffentlichkeitsarbeit
- ▶ Berichte
- ▶ Präsentationen

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Projektmitarbeiterin

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- ▶ Seminare
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**Christine Behrens**

Projektassistentin/ Sachbearbeiterin

- ▶ Anmeldungen
- ▶ Reisekosten
- ▶ Abrechnungen
- ▶ Bearbeitung von Angeboten
- ▶ Vor- und Nachbereitung von Veranstaltungen

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