



*Conflict as a Source of Positive Energy and Innovation at Work*

# CARE-ing for Conflict™

Conflict is everywhere. Where there is difference, there is conflict! And, if there is no conflict in your workplace, it is likely because the diversity in it does not have a voice. We all know that diversity is a great source of innovation and productivity.

However when diverse people do not feel included they can't engage, and their productivity and source of creativity evaporates. Instead of actively voicing their true feelings of conflict, they spend their time and energy holding in their unique ideas, opinions and value.

Inclusivity's CARE-ing for Conflict workshop takes a new approach to conflict. Instead of trying to control, eliminate or even manage it, we seek to transform it (and the relationships with it) into even greater productivity and growth. Our unique CARE™ model is an easy to follow process that ensures that participants are utilizing conflict for maximum positive impact.

By learning and using the CARE model, participants become more comfortable proactively handling conflict. This enables them to reduce potential barriers to inclusion and the eventual productivity loss that ensues.

We recommend that all supervisors, HR managers, project managers and change agents take this 4-hour workshop, which can be expanded up to 8 hours.

## Workshop Benefits

- Understand your dominant Conflict Handling Style, using the Thomas-Kilmann Instrument, so that you can manage your tendencies and opportunity areas.
- Help you to understand your own barriers and biases related to conflict, so that you can find a neutral personal place within yourself, prior to handling conflict situations.
- Learn to utilize a simple and effective conflict transformation model (CARE).
- Gain competence and confidence in your own conflict handling style, and in your general interactions and in role as a manager/leader within your organization.
- Practice a simple process to assess and define conflict within your own life, and commit to continuing to practice your conflict transformation skills moving forward.



Transform Your Culture.  
CREATE INCLUSION.