



Effective, confidential, external facilitation that assists individuals and teams to determine the cause of the conflict and commit to working through it

Relationship Fix™

Although conflict is a normal part of any healthy relationship, many people dislike dealing with it. Some people ignore and avoid conflict, fearing that direct engagement will damage their relationships. Others believe that they do not have the courage, strength, or skills to deal effectively with conflict situations.

Ideally, we would like to train everyone we work with on dealing with conflict in a constructive way. However, we understand that there are some situations in which conflict has escalated to the point that the relationship is very strained. In these cases, facilitation may be needed to insure a safe and effective outcome to the conflict's resolution.

This is where Inclusivity's Relationship Fix solutions may be just the answer! Our facilitators are experienced, highly skilled, empathic individuals who have exceptional conflict resolution skills. Their diverse backgrounds allow them to quickly establish trust and remain neutral and balanced in the midst of the conflicted relationship. And, they bring a proven process as well as the models, skills, and tools needed to assist others in working through the cause of the conflict.

Facilitated Discussion

- Process ensures that damaged relationships have the highest probability of being resolved and improved.
- Facilitators assist in identifying underlying cause(s) of a conflict, put together a plan to avoid similar conflict in the future, and provide support for the individuals or teams in conflict until a new relationship pattern is established and cemented.
- Facilitators work alone and in pairs or trios, depending on the number of people involved, the severity of the conflict, and the amount of time we believe it will take to deal with the underlying relationship issues.
- Process usually involves pre-screening interviews, on-site and in-person facilitation in a safe and confidential setting, and follow-up support and coaching.
- Most issues can be resolved with 1-3 sessions in total.



Transform Your Culture.
CREATE INCLUSION.



Skills and techniques to effectively manage workplace conflict in a safe group learning environment

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Learning how to deal with conflict—rather than avoiding it—is a crucial skill to have in a diverse and high paced work environment. When conflict is mismanaged, it can cause great harm to a relationship, but when handled in a respectful, positive way, conflict provides an opportunity to strengthen the bond between two people. By learning conflict resolution skills, you can keep your personal and professional relationships strong and growing.

Skills Training Objectives

- Understand and appreciate your own personal feelings about relationship conflict
- Make a personal decision to address workplace conflict in a more direct and effective way
- Practice the skills and tools that make it easier to diagnose conflict situations and understand the underlying dynamics related to the causes of conflict
- Gain confidence and competence in their ability to effectively manage conflict, including giving honest feedback during a conflict situation

Inclusivity's Relationship Fix Skills Training provides up to 20 participants. This 2-day workshop can be held within your organization, or offered publicly in an area where several companies would like to participate.



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