



Conflict Management Workshops

- Purpose** Our conflict management programs provide a unique training experience combining aikido, interactive communication challenges and conflict management theory to improve and enhance management of conflict and difficult situations in the workplace.
- Results** Participants will have the opportunity to:
- Explore the styles of the conflict using the Thomas Kilman Instrument.
 - Appreciate the relationship between how we deal with a physical attack and the way we deal with pressure and conflict at work.
 - Practice changing resistance into flow and reaction into conscious response.
 - Increase presence and options under pressure to get “centered.”
 - Apply "on-the-mat" experiences to communication and conflict resolution.
- Methods** Using the principles of experiential learning*, attendees will put on an aikido gi (practice uniform) and learn how to “blend” with an attack – both physical and verbal. Facilitators offer debriefing sessions and coaching throughout the program, providing additional opportunities to apply aikido principles to everyday workplace conflicts. The process may include the following:
- ✓ Pre-assessment work
 - ✓ One-day or more facilitated program and follow-up work
 - ✓ Case study handouts
 - ✓ Interactive training and exercises
 - ✓ Assessments
 - ✓ Facilitated group discussions
- Attendees** Staff at any level in the organization are invited to attend, especially those directly responsible for leading or managing employees or teams.

**Research has proven that the results of learning-by-doing have a greater and longer-lasting impact in adults than instruction-only methods*

*To learn more and have a customized schedule made for you; please contact
The Browne Center at 800-349-1925 and ask for Corporate Training*