

## Training

### Conflict Management in Research Groups



**Date:** Wednesday 15.05.2024 (9:00 – 17:00)

**Location:** SGBM seminar room

**Invited trainer:** Dr. CJ Fitzsimons (Leadership Sculptor GmbH, Meckesheim)

**Registration:** Birgit Jäger [sgbm-info@sgbm.uni-freiburg.de](mailto:sgbm-info@sgbm.uni-freiburg.de) and put us in Cc

Conflict is part of creativity and the daily research routine, but unfortunately, the solution to such conflicts is not part of day-to-day work. People too often hope that a conflict resolves itself. The chances for productive solutions rise dramatically if you understand how to handle conflicts.

In this workshop, you will learn:

- Why conflicts can't be solved "reasonably"
- Pros and cons of the main solution strategies
- Analysing conflicts to find solution strategies
- The nine possible escalation phases of a conflict – and how and when to intervene
- Practical tools for conflict resolutions
- How to negotiate when the negotiating partner has more power