CONFLICT AS A FORCE FOR CHANGE:

COMPLEX • CREATIVE • CONSTRUCTIVE

- Use conflict in productive ways that contribute to your professional, public, and private life
- Manage conflict to the advantage of your organization's effectiveness
- Energize conflict as a catalyst for positive change in your organization and community
- Welcome conflict as a necessary tool for moving through disputes and powerful differences toward reaching win/win outcomes and improved relationships

Conflict by its nature can be stressful and destructive to organizations, relationships, and communities.
IT DOESN'T HAVE TO BE!

Learn how to have difficult conversations with positive outcomes

Recognize and manage the tension conflict can produce

Bring your wisdom and experience for a collective examination of conflict as a force for change. We will:

- Gain a greater understanding of the complex cycles of conflict
- Increase skill in conflict analysis within organizations and public issues
- Examine how power is distributed in organizations and communities and its impact on conflict escalation and de-escalation
- Learn and practice how to effectively facilitate and de-escalate conflict
- Incorporate new skills for conflict intervention, successful communication, and increasing good will across diverse groups
- Practice turning destructive conflict into constructive conflict
- Design a tailored action plan to address your current situation, with professional coaching included in the plan's implementation

One four-hour session weekly
Six consecutive weeks

Facilitated by 3 Professionals in Organizational Development, Public Involvement, and Conflict Resolution

DWC TRAINING CONSORTIUM

360-966-8865
mary@dumasassoc.com
14518 T Loop Road · Bow, WA 98232

DWC TRAINING CONSORTIUM

TRAINER BIOGRAPHIES

Mary Dumas, Dumas & Associates, Inc., is a mediator, facilitator and trainer with over fifteen years experience assisting individuals and organizations make constructive use of conflict and change. From workplace mediation to technical policy development, her interest-based approach assures that a diversity of perspectives are engaged in building durable resolutions. With over 300 facilitations and mediations, Mary is known for her ability to facilitate communication at the core of the issues, resolve apparent differences, renew participant commitment, and engage stakeholders in effective collaboration and decision making. Mary distinguishes herself with an expertise in managing discreet conflicts and complex community issues.

Kathy Washatka, The Washatka Group, Inc., follows her passion for helping people define, discover, and develop their skills, especially in the area of leadership. Her 22-year career as vice president for operations, human resource specialist, trainer, and organizational developer in a financial institution has provided the experience necessary to enter organizations and ask the relevant questions. Kathy's focus is on the human side of business. She concentrates her work in the areas of executive coaching, management training, and workplace mediation supporting people to stretch beyond their comfort zones and reach their true potential. Watching people change their behavior in a way that supports their goals is Kathy's measure of success.

Andrew Cline, Cline Consulting LLC, works extensively with leaders and teams in diverse industries and is known for his skill in facilitating group development. Much of his work centers on productive conflict resolution: building capacity in others for managing conflict and working within diverse work groups. An international consultant specializing in results-based and responsive solutions that strengthen people and their organizations, his techniques help organizations improve productivity, accountability, and decrease turnover. Andrew's multidisciplinary perspective helps senior leaders and teams become clear about their strategic choices and more effective in gaining the support of the people responsible for implementation.

360-966-8865
mary@dumasassoc.com
14518 T Loop Road · Bow, WA 98232