



Leadership Excellence: Transforming Conflict With Collaborative Dialogue

How can you expand your leadership impact by reframing conflict as a doorway to collaboration?

Traditional Conflict Paradigm	Collaboration Paradigm
Conflict is undesirable - a way to feel threatened	Conflict is an opportunity - a way to learn and grow
Fear creates distance and walls	Courageous inquiry fosters understanding
Win-lose mindset	Win-win mindset in holding all needs with care
Become the victim and avoid the issue	Empower oneself and explore assumptions
Judge, shame and blame	Discern and empathize with an open heart
Talk first, think second, feel last	Feel first, think second, talk last
Attack and defend speaking	Build trust by speaking authentically
Listen by thinking of a response	Listen by uncovering feelings and needs
Make demands – focus on goals	Make promises and requests – balance process with goals
Confrontation – attached to a position	Carefrontation – co-create new outcomes
I'm right - You're wrong	I'm OK - You're OK
Relationship connection compromised	Relationship connection strengthens

Elizabeth Soltis

www.bridgesglobal.net

THE ART OF COLLABORATION

Holding All Needs With Care While Working On A Shared Goal



A vibrant, just, sustainable world depends on our collective capacity to collaborate.

Collaboration fosters a life-giving connection for mutual gain.

The embodiment of collaboration is compassion, curiosity and courage.

The enactment is honoring self and others.

Guiding Principles: **RELATE** To Collaborate

Respect by co-creating outcomes

Empathize by opening the heart

Listen by uncovering needs

Acknowledge by valuing all viewpoints

Trust by speaking authentically

Equalize by balancing process with goals

Collaboration Points to Ponder

- ✓ Are you willing to negotiate by sharing power and seeking mutual gain?
- ✓ Are you ready to explore values, commitments, needs and assumptions?
- ✓ Are you able to let go of being right to shift from me to we?

Elizabeth Soltis * Bridges Global
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