



Resolving Conflict

What is conflict?

Every organization deals with conflict, which can range from mild disagreements to outright hostility and group disharmony. Still, not all conflict is bad. Some conflict is healthy for an organization and functions as the impetus for constructive change, growth, and progress. However, our focus is on the types of conflict that are detrimental to the organization's vitality. It results from the lack of mission enrollment, poor communication systems, low morale, or personal disputes among management or staff, and are just a few factors that may cause negative organizational conflict.

Although organizations strive to hire talented and smart individuals, there is little guarantee that personalities will coalesce. Experience tells us that most organizations have departments, teams, and individuals that do not have positive working relationships, which inevitably results in counterproductive organizational conflict.

What are the typical factors of organizational conflict?

The answer is not always obvious. Typically, everyone involved has a different perspective and understanding of the conflict and some may attribute conflict to a single issue.

However, a more in-depth examination of roles, key issues, and personal work priorities, often reveal that a number of factors form the basis for most conflict. Additionally, when conflict becomes detrimental to an organization, emotions can become high, morale can suffer, and productivity can stagnate. Left unresolved, conflict creates a downward spiral that negatively affects working relationships, productivity, and breaks down important systems within your organization.

How Javitch Associates provides Conflict Resolution services.

Javitch Associates works with large and small organizations to help determine, understand, and resolve organizational conflict. We use field-proven strategies to provide a methodology to help your organization. Our expertise in management and organizational behavioral issues enable us to offer solid, strategic, and practical advice that leads to a positive resolution.

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To do that, we meet with individuals independently and with the group at large to clarify the issues in the disagreements. This is an important step in addressing the issues that immobilize teams, departments, management and staff. We facilitate dialogue on the key issues and the causes of conflict to develop a strategic action plan that improves working relationships.

Benefits of Javitch Associates' conflict resolution services.

1. **Conflict resolution and team-building strategies** – Working through conflict can result in a more united and productive relationship between the parties involved. As managers and organization behavioral consultants, we utilize field-proven strategies to foster open communication and trust. Our objective is to provide the team, department, or organization with practical tools to prevent irreversible damages to productivity, morale, and business. We strive to reveal the key issues creating conflict and to develop a tailored strategy to address the issues.
2. **Management expertise** – As managers, we have over 25 years of experience that informs our work. We understand managerial issues that affect every organization and we have experience providing remedies to conflict. As organizational psychologists, we bring to the table scientific, field-proven strategies to help organizations with conflict. We strip through organizational politics and ego-involvement to provide unbiased, issue clarity.
3. **Tailored programs** – As a client-centered firm, we strive to understand the unique needs of your organization and provide services that are specific to your industry, organization, and department or individual needs. As professional facilitators, we guide and manage group dynamics to ensure successful conflict resolution.
4. **Confidentiality** – As managers, we value confidentiality and respect the needs of our clients for discreet consultations.

Does your team need assistance in resolving conflict?

[Click here for a FREE online evaluation.](#)

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