

NURTURING Creativity THROUGH <CONFLICT>

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? HOW TO RESOLVE/END CONFLICT?

✗ NO TO RESOLUTION

✓ YES TO TRANSFORMATION

ACT FROM DEEPER AWARENESS

LET PEOPLE EXPRESS GET LISTENED. USE ANONYMITY OF IDEAS

GIVE TIME FOR TRANSFORMATION JOURNEY

PROCESS ~ 6 MONTHS

PERCEIVED INCOMPATIBLE GOALS

CONFLICT THEORY ONE LENS

ONIONS POSITION INTERESTS NEEDS

ALL THESE CAN CHANGE!!

EBB & FLOW JOHN PAUL LEDERACH

CONFLICT TRANSFORMATION

TUCKMAN'S STAGES OF GROUP DEVELOPMENT

1 FORMING	2 STORMING	3 NORMING
4 PERFORMING	5 ADJOURNING	

METHODS USED

ICE BREAKERS BRAINSTORMING CASE STUDY/SCENARIO JIGSAW SMALL GROUPWORK VISIONING LARGE GROUP QUESTIONING

FAC PROCESS

↑ TAKE BREAK FROM HEAT

NO SPEAKING OR WRITING CREATIVE EXPRESSIONS

BALANCE OF POWER PLAY

? WHAT ABOUT THOSE NOT READY TO SHIFT POSITION, INTEREST & NEEDS.

USE WITH SEPARATE GROUPS/INTRA-GROUPS AGREE ON VALUES/NORMS.

UNDERSTANDING

EMPATHY

Conflicts cannot be "RESOLVED".

Conflicts exist and are part of EVERYDAY LIFE!

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