

RESOLVING CONFLICT THROUGH DEEP DEMOCRACY

COLLABORATION 

WHAT IS IT ABOUT?

HBR* identified "employee conflict resolution" as a crucial skill for leaders. However, many struggle to address conflicts effectively and proactively.

The principles of Lewis Deep Democracy (LDD) can offer a guiding light for leaders seeking to navigate tension and conflict in the workplace.

Through acknowledgment of power dynamics, facilitated dialogue and inclusive decision-making processes, LDD equips leaders to navigate tension, foster collaboration, and resolve conflicts, promoting understanding, inclusivity, and collective ownership.

* HBR, 9 trends that will shape work in 2024 and beyond

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WHAT WILL YOU LEARN?

- *Early detection*: Learn how to identify early signs of resistance and emerging conflict before it becomes a problem.
- *Effective resolution*: Discover how to reach decisions that have buy-in and drive accountability. Uncover innovative solutions by harnessing the power of collective intelligence.
- *Collaborative culture*: Promote workplace collaboration, fostering trust and a positive culture.

LEAN INTO TENSION

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WHOM IS IT FOR?

Senior leaders, aiming to foster collaboration, navigate conflicts, and transform workplace dynamics.

METHODOLOGY, TOOLS, TECHNIQUES TAUGHT

The LDD method was developed by psychologists Myrna and Greg Lewis and draws inspiration from Arnold Mindell's Process Oriented Psychology.

You will learn:

- Diagnostics tools to understand and measure resistance
- Recognising "cycling" (when issues and decisions tend to be repeated)
- An understanding of interpersonal and group dynamics in relation to the cause of tension and conflict
- Tools for improving communication and resolving tension

