# Conflict Management

As a Subordinate to Alex

Group-10

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# Conflict Management

1. Introduction

2. Characteristics of Alex Sander

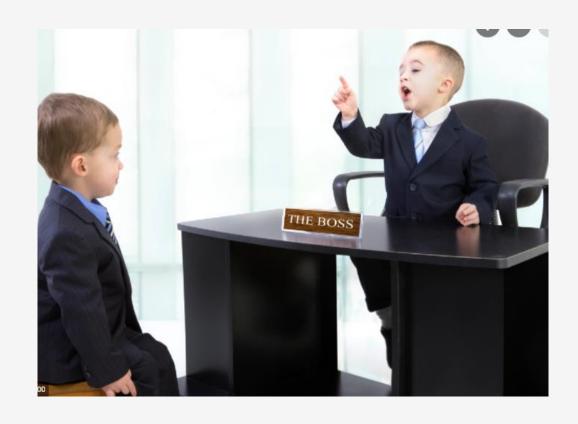3. Conflict management techniques and their uses

4. Conclusion

# Conflict Management- introduction

If I am a **subordinate of Alex**, how would I use **conflict management techniques** to manage conflicts with Alex?


MANAGING CONFLICT WITH YOUR MANAGER

# Characteristics of Alex Sander-Positives

- example of self-confidence,
- Makes things happen,
- Never frozen by indecision,
- Impressive intellect,
- Multitasking,
- Creative,
- Relentless,
- curious.

# When Work with Alex Sander-Points to be keep in mind

- work/life balance.
- Does not praise others often.
- Bad temper.
- Inflexible at work.
- pushy and commanding,
- steamroll over someone's feelings
- ignore the way a colleague would like to handle a project

# Conflict management Techniques

## 1. Accomodation  technique

- Lose/win situation
- Generally used when one party is willing to forfeit their situation

Situations where this technique can be used:
- Appreciation of work
- Extra Work hours
- When Alex is pushy & commanding

# 2. Compromise technique

- Win/lose situation

- everyone involved gains and loses through negotiation and flexibility

**Situations where this technique can be used:**

- Work life balance

# 3. Avoidance technique

- Lose/lose situation
- Neither party takes action to address the issues involved in the conflict

**Situation where this technique can be used:**

- We will use this technique for all the petty isssues
- Alex's bad temper
- unnecessary criticism

# 4. Competition technique

- win/lose situation
- One party attempts to win the conflict through competing

**Situation this one can be used**
- Pushing ourselves
- learning new skills

# 5. Collaboration

- Win/win situation
- most effective but most difficult way of managing differences
- It requires trust and commitment on all sides to reach a resolution by getting to the heart of the problem

**Situations where this can be used**

- work related issues.

# Thank you