



CAIRIBU

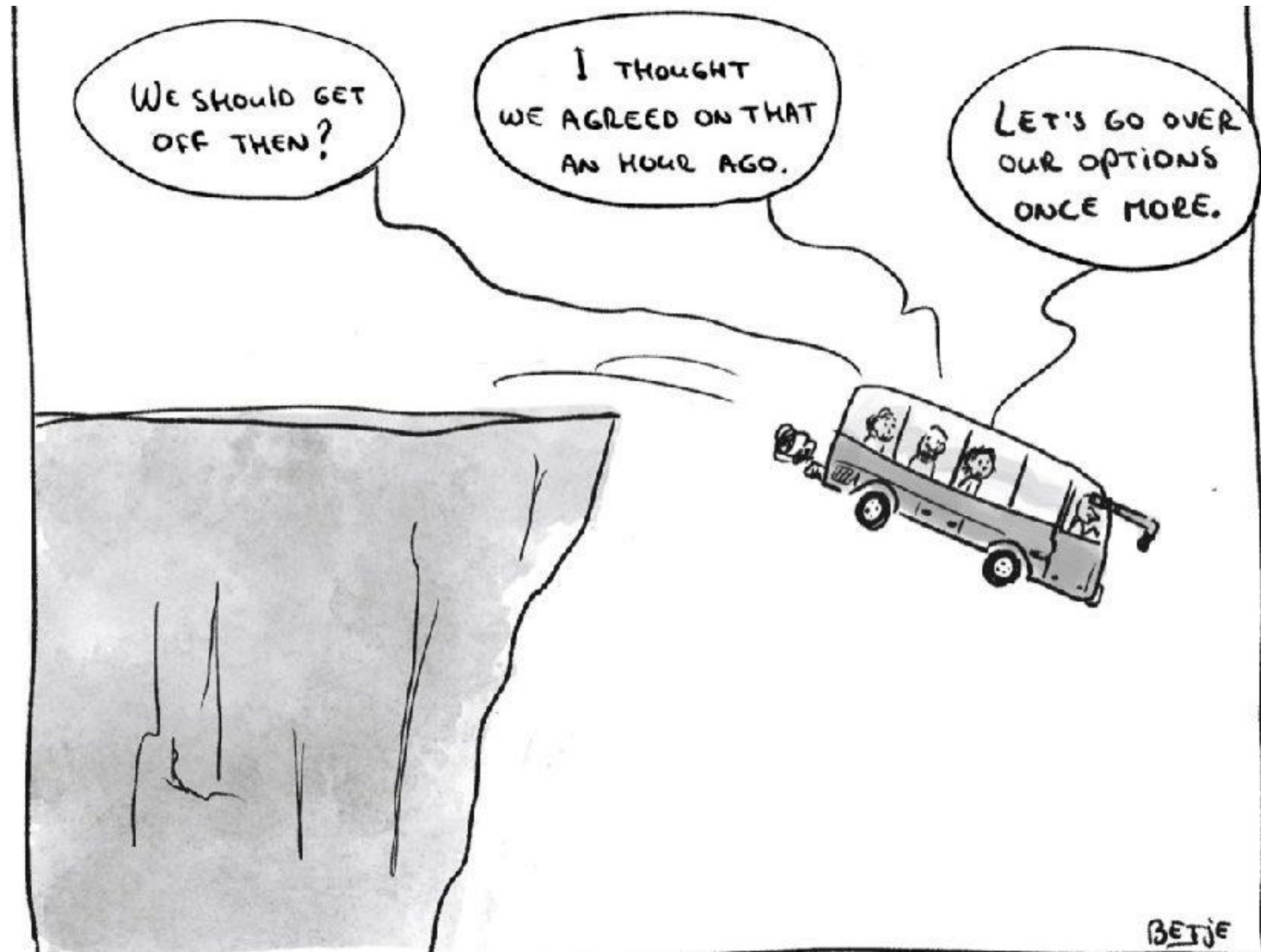
ARCTICS: Conflict Resolution

Sometimes your Team is fantastic



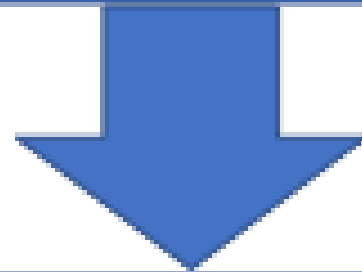
<http://www.thecomicstrips.com/subject/The-Collaboration-Comic-Strips.php>

Sometimes... not so much.

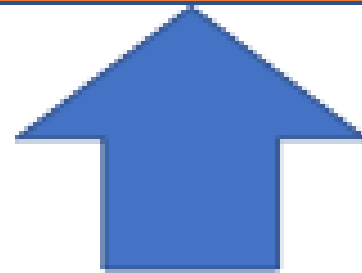


Teamwork should be Mutually Beneficial

Scientist 1's Skills and Ideas



**New innovations, directions,
perspectives, and advancements**



Scientist 2's Skills and Ideas

That being said – leading a team isn't...



**What do you
do when it
“hits the fan”?**



**KEEP
CALM
THE
HONEYMOON
IS OVER**

7 Keys to Conflict Resolution

1. Choose the right time and place.
2. Manage your emotions (as best you can).
3. Be empathetic but factual.
4. Give everyone a voice.
5. Identify the root cause.
6. Be willing to compromise and brainstorm together.
7. Keep lines of communication open.

Decide “Who You Are” First

FOUR TYPES OF ORGANIZATIONAL CULTURE

CLAN



Personal relationships and a sense of loyalty to the group.

Strong sense of responsibility for organizational success.

A focus is on collective achievement.

ADHOCRACY



Flexibility and creativity.

Encourage risk-taking and innovation to achieve results.

Highly motivated and have a strong sense of ownership for their work.

MARKET



Competition and a focus on results.

Driven by a need to achieve and be successful.

Very competitive and have a strong sense of self-interest.

HIERARCHY



Clear chain of command and a focus on order and stability.

High level of loyalty to the organization and its leaders.

There is a strong emphasis on rules and procedures.