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Transforming Conflict:
a primer and practical tools for the
workplace and beyond

RCP Gathering | Part 1



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CONSERVATION SOLUTIONS

<https://www.GlobalConservationSolutions.com>

Nicole@GlobalConservationSolutions.com





Overview

Overview

By the end of today's session, you will:

Part 1

- Be able to describe the difference between conflict resolution and conflict transformation;
- Describe the five conflict styles and their strengths and weaknesses relative to different kinds of conflict;
- Understand your default approach to conflict;



Overview

Part 2

- Have a basic understanding of three conflict analysis tools; and
- Identify the elements of mediation and circle processes



Please introduce yourself to someone near you and share your response to one of the following questions:

What is one of the most interesting conservation projects you have been a part of and why?

*What motivates you in your work in conservation?
How do you remain optimistic?*

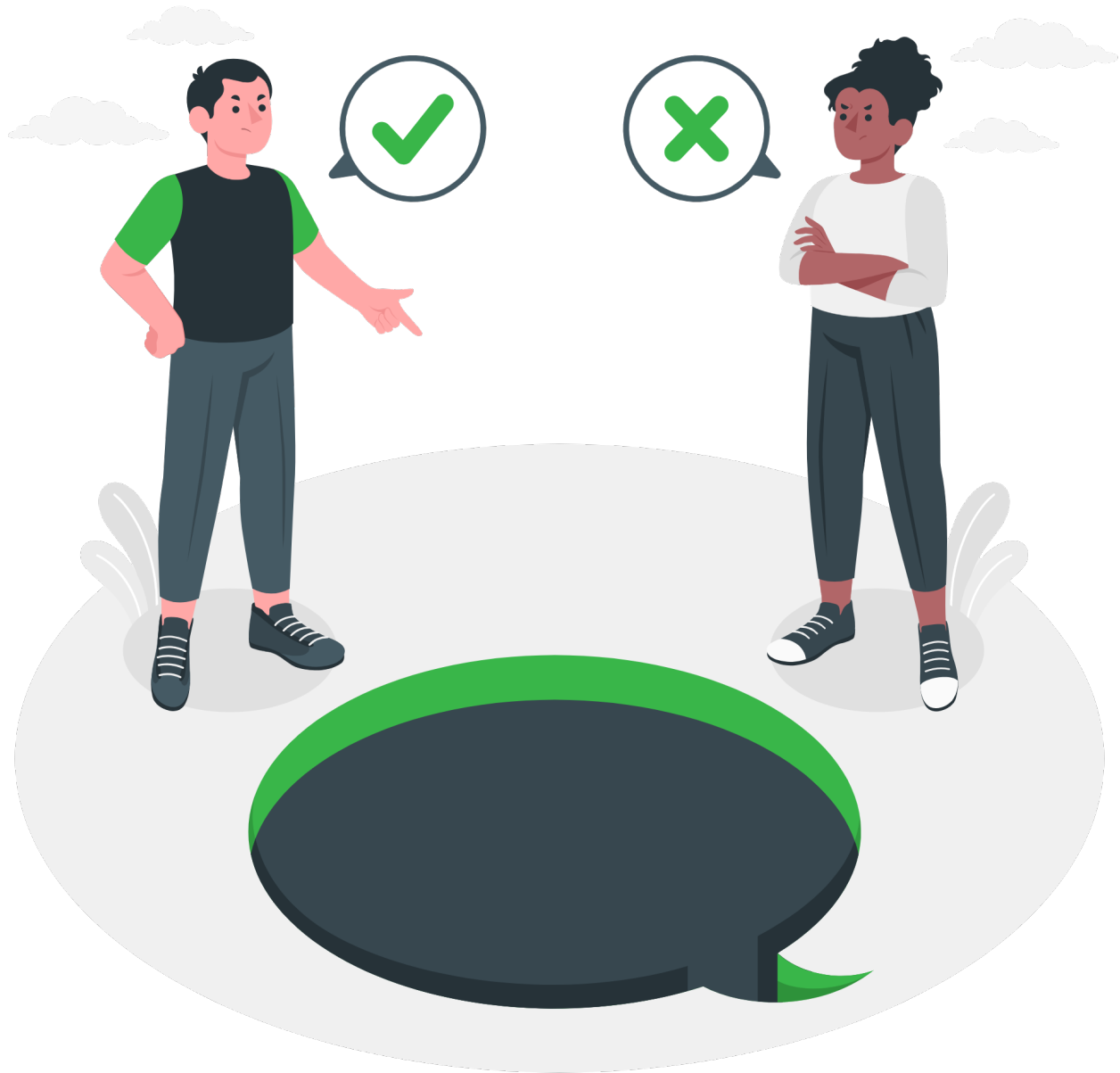
Define 'conflict'

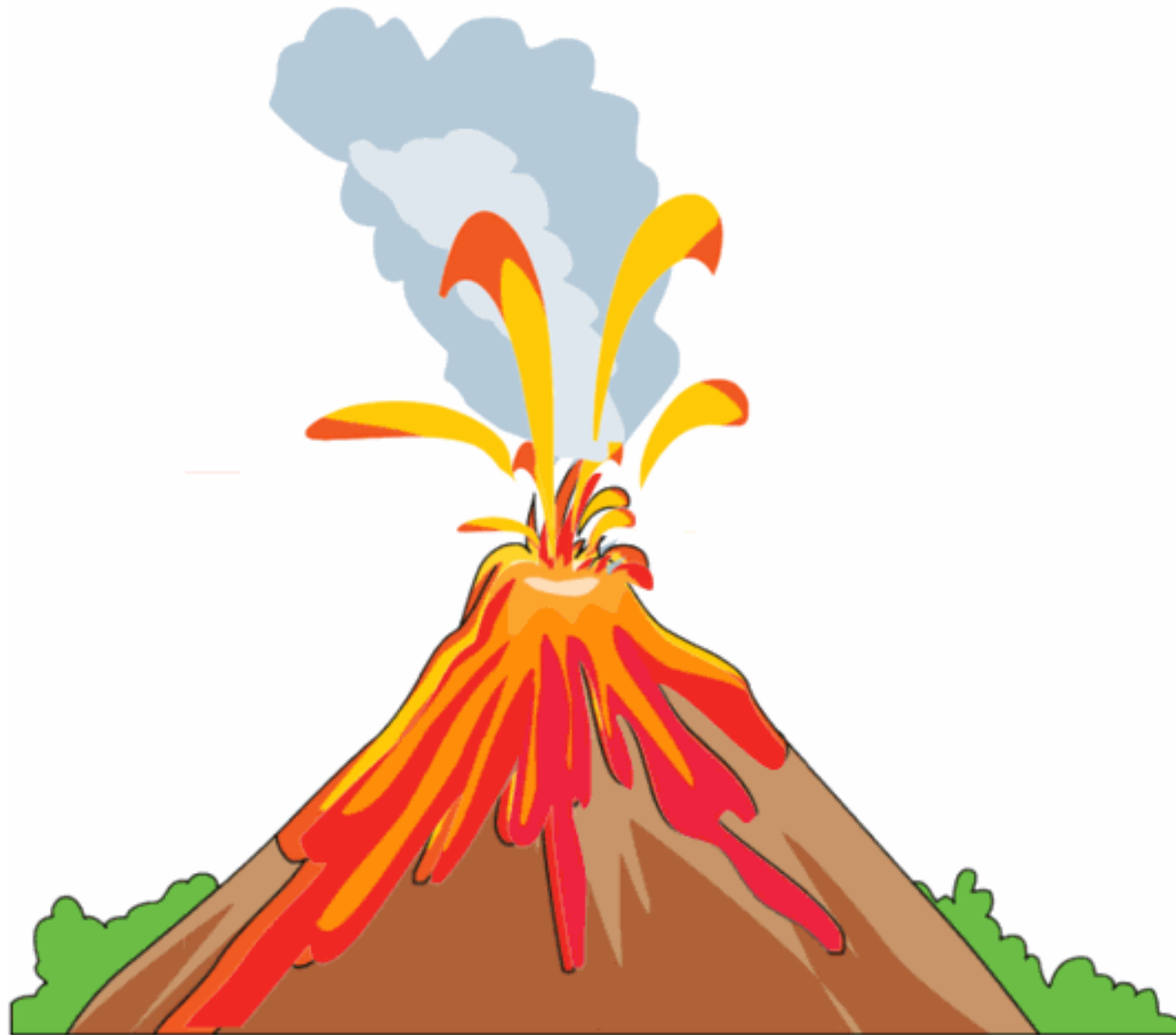
Con • flict *noun*

“a state of opposition or hostilities . . . A fight or struggle . . . The clashing of opposed principles.”

- The Oxford English Dictionary







Transformation

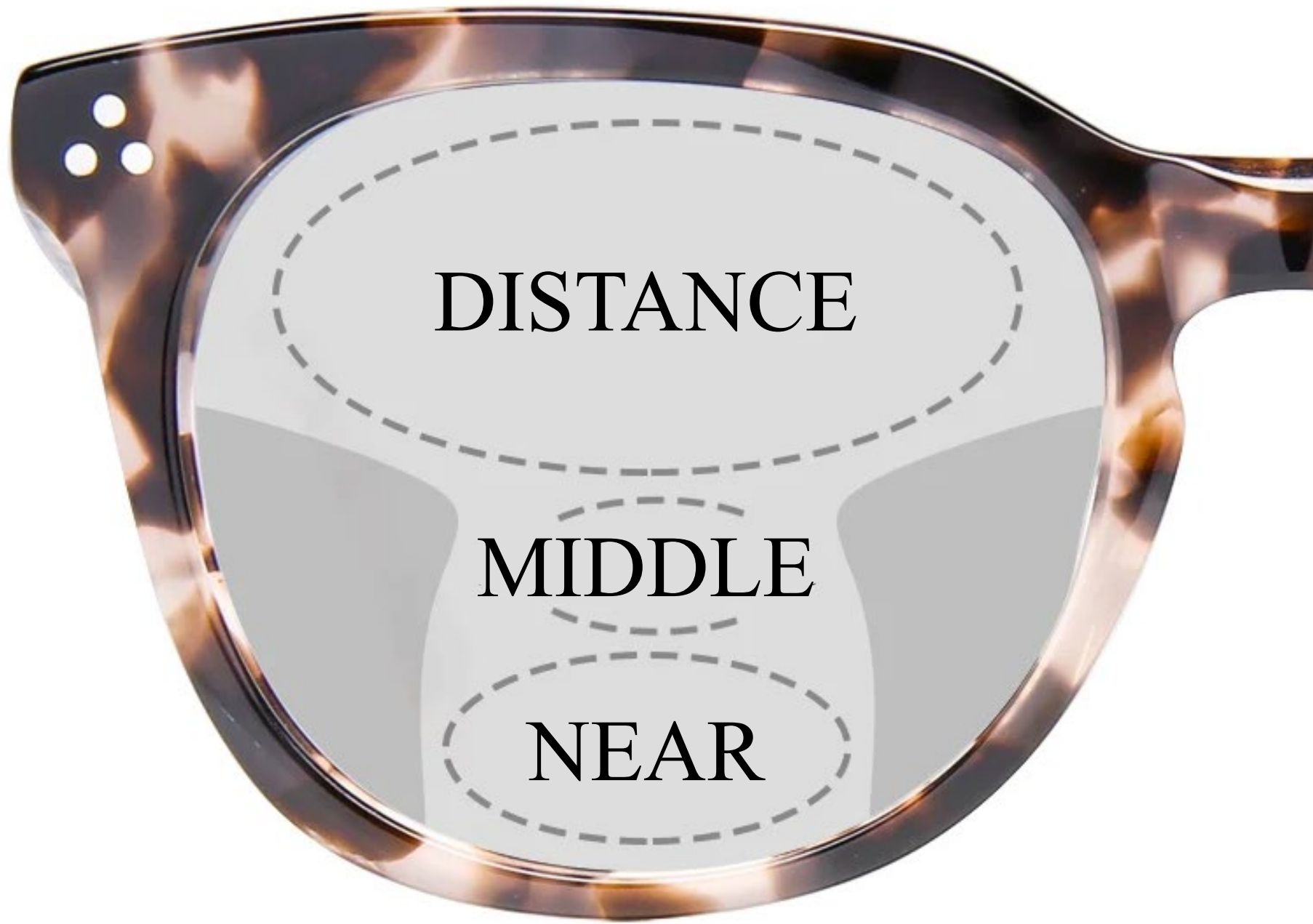




**“Two ideas
sharing space”**

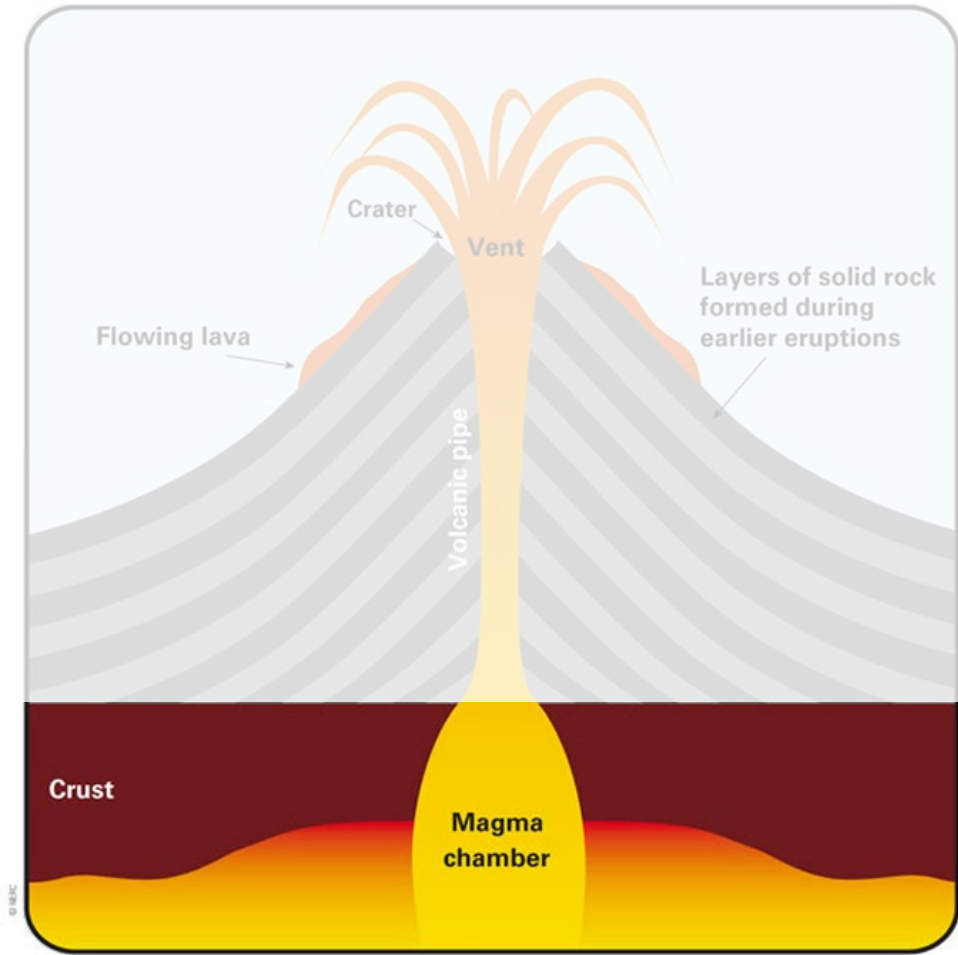


John Paul Lederach,
Kroc Institute for International Peace Studies, Notre Dame, IN, USA



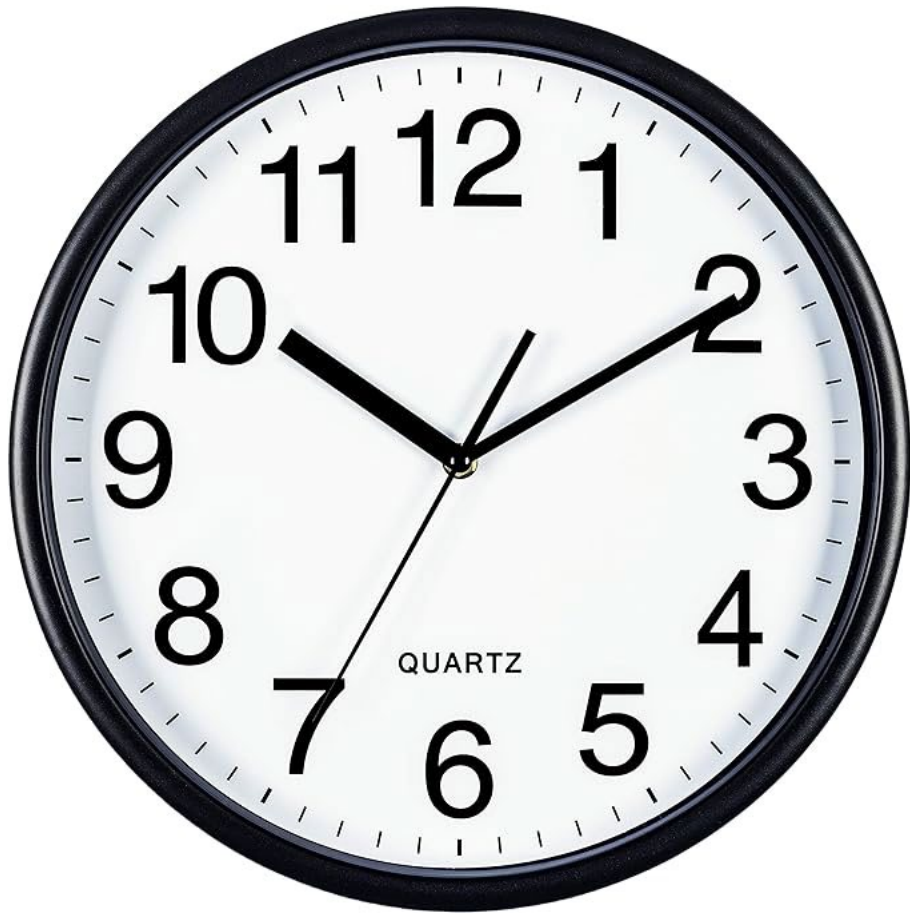


Resolution

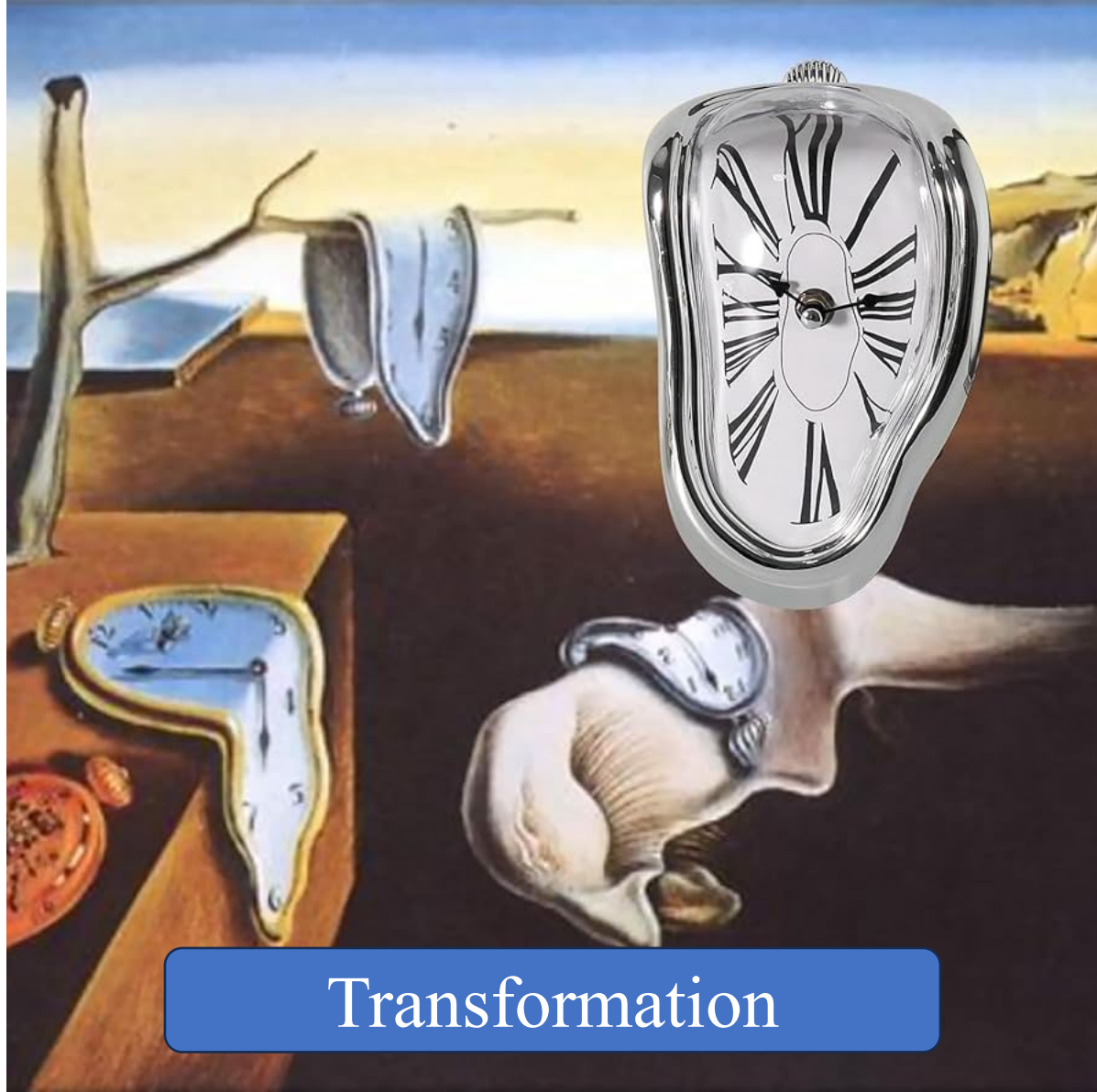


Transformation

THE KEY QUESTION OR FOCUS

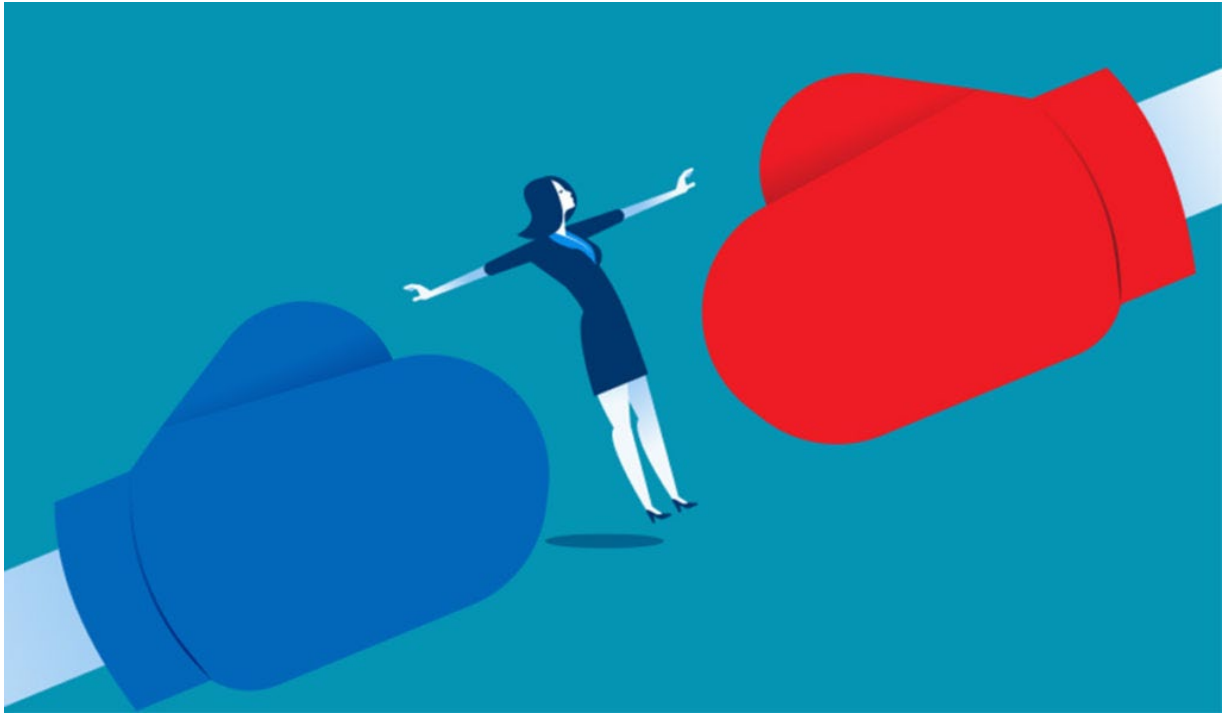


Resolution



Transformation

TIME FRAME



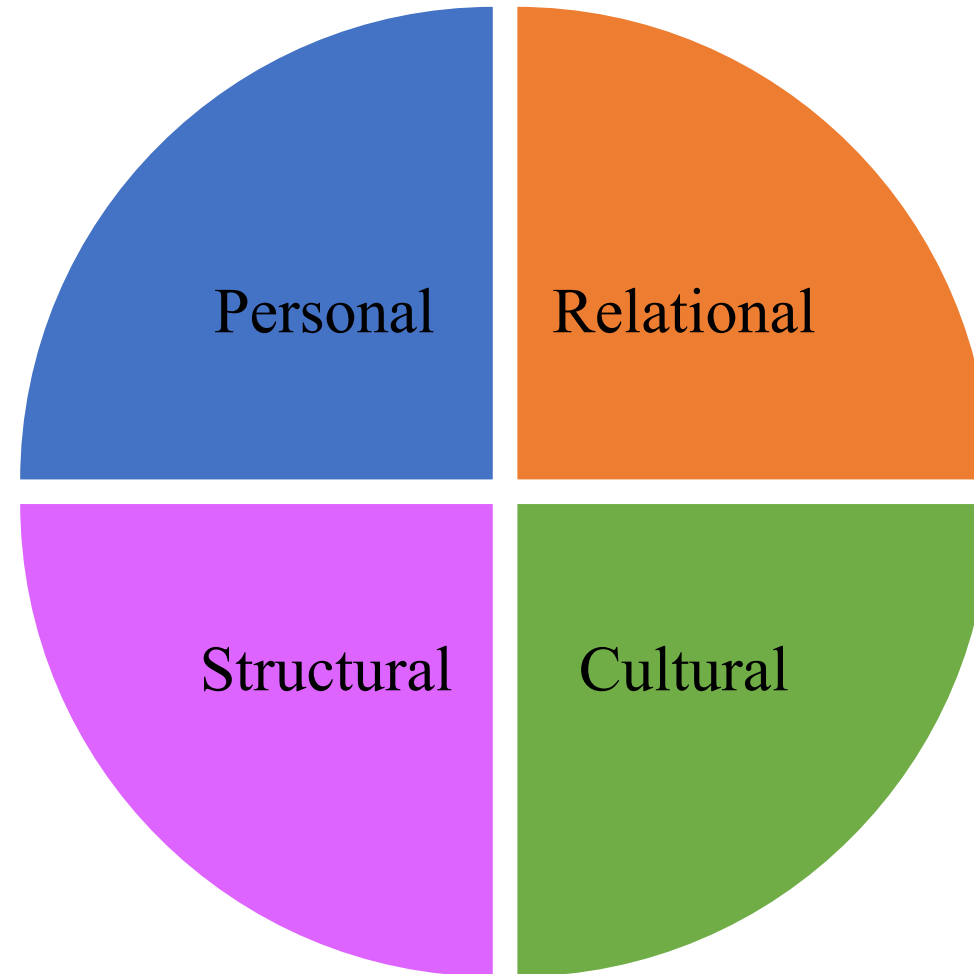
Resolution



Transformation

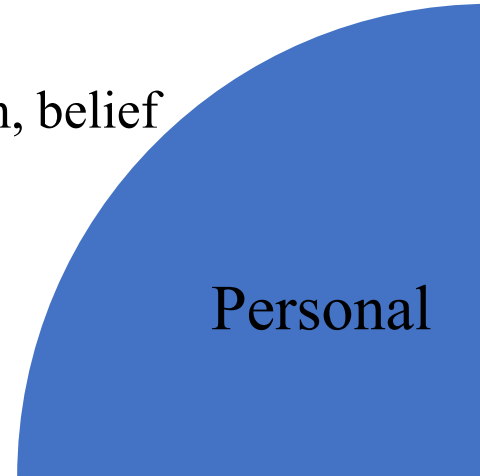
VIEW OF CONFLICT

Four Dimensions of Change



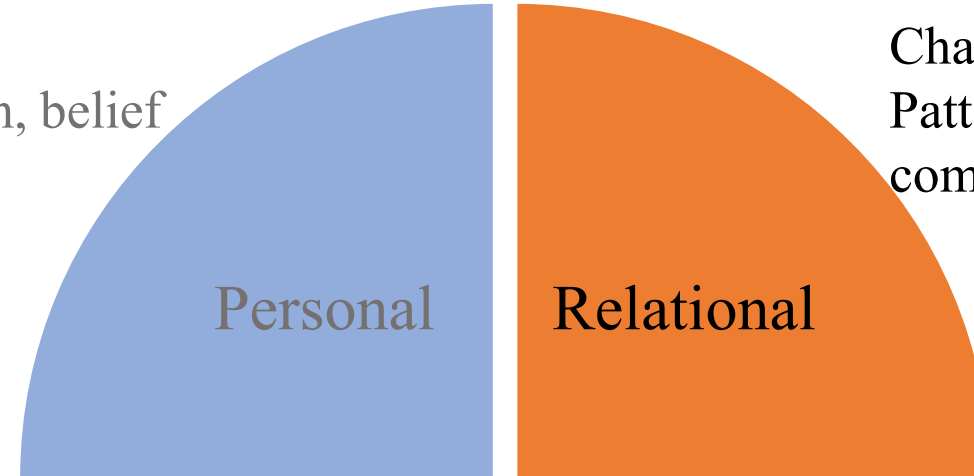
Four Dimensions of Change

Changes in the individual –
Understanding, emotion, perception, belief



Four Dimensions of Change

Changes in the individual –
Understanding, emotion, perception, belief

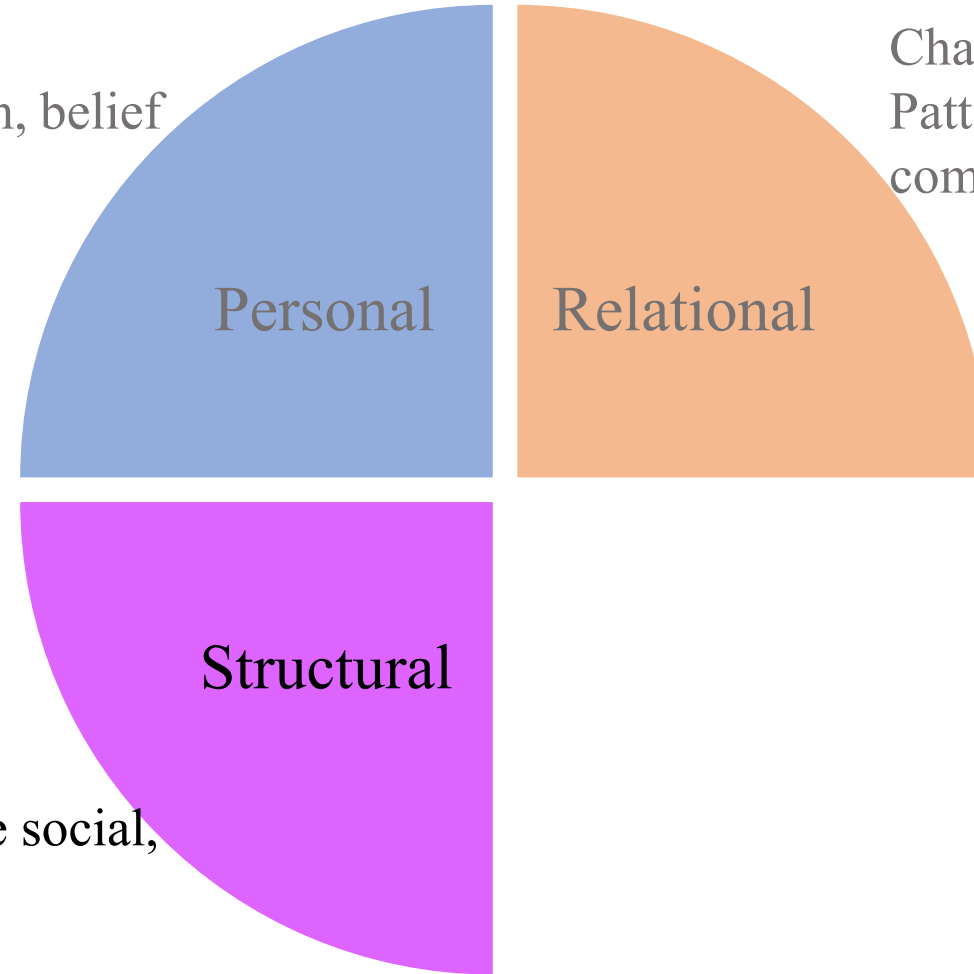


Changes in face-to-face relationships –
Patterns of interaction and
communication



Four Dimensions of Change

Changes in the individual –
Understanding, emotion, perception, belief



Changes in face-to-face relationships –
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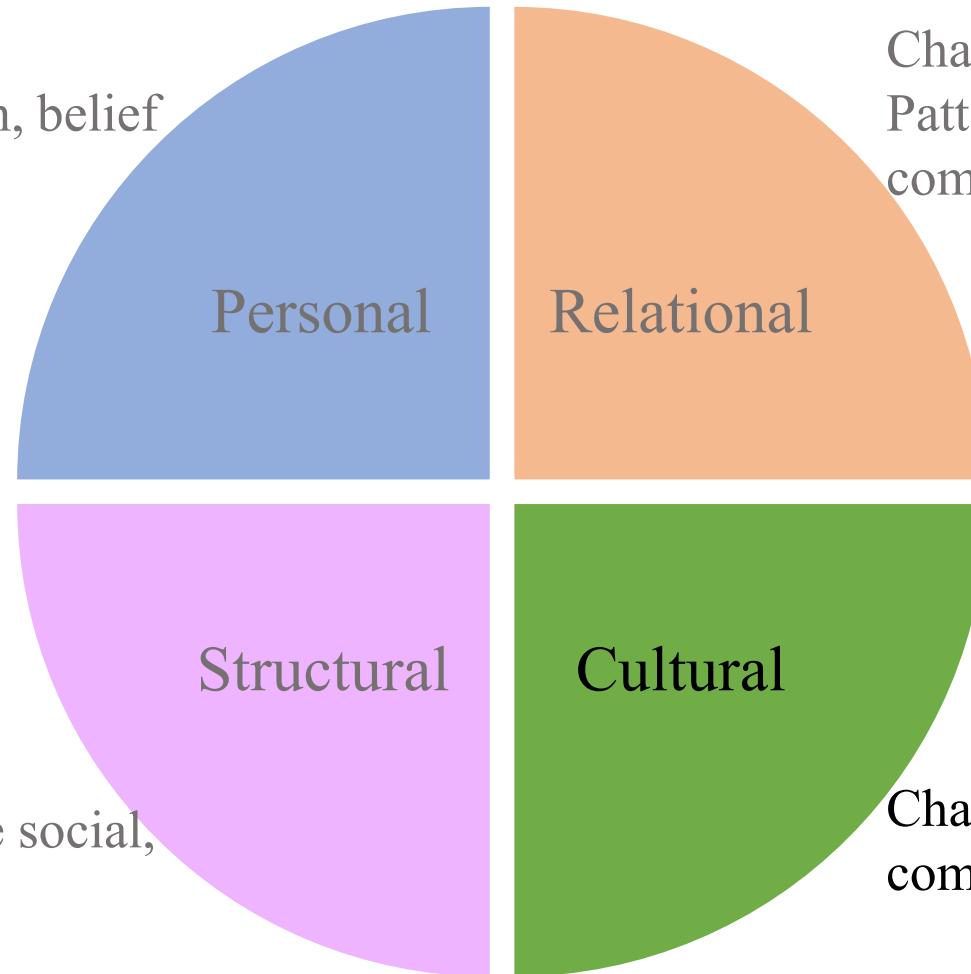
Underlying causes embedded in the social,
political, and economic structures



Four Dimensions of Change

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Underlying causes embedded in the social,
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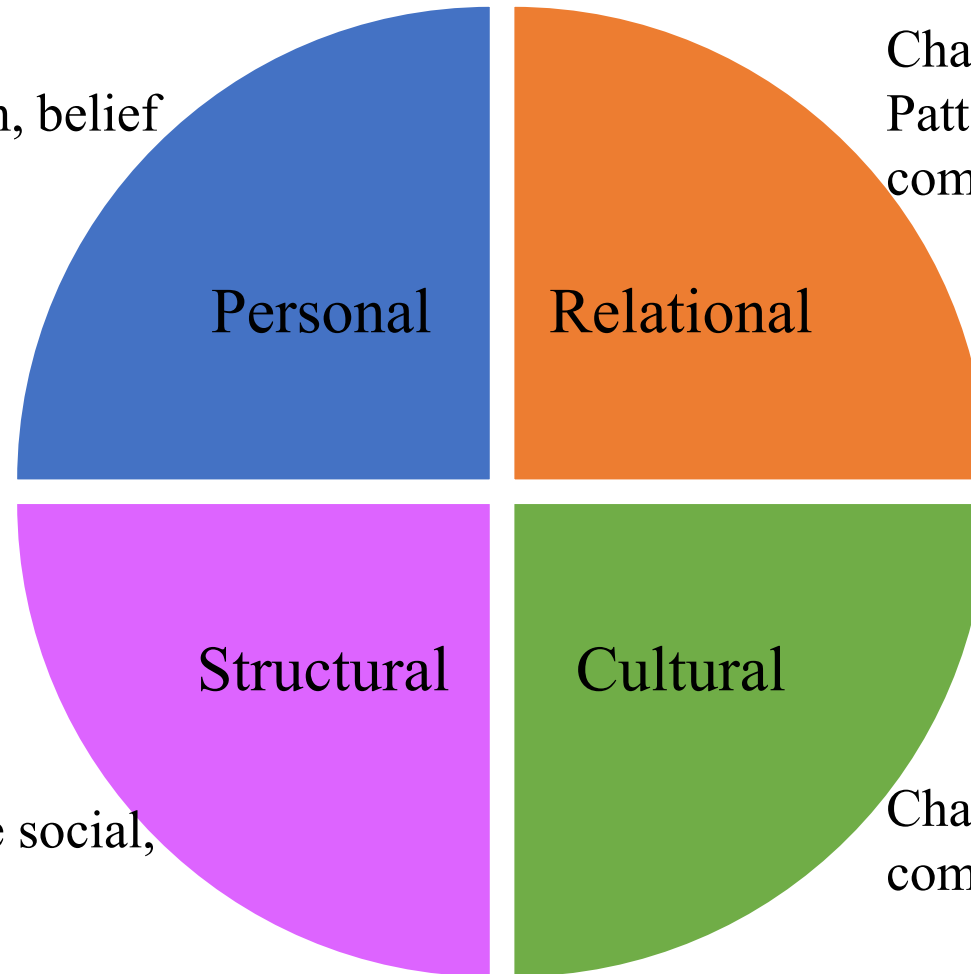
Changes in cultural patterns in a
community



Four Dimensions of Change

Changes in the individual –
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Underlying causes embedded in the social,
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Changes in cultural patterns in a
community



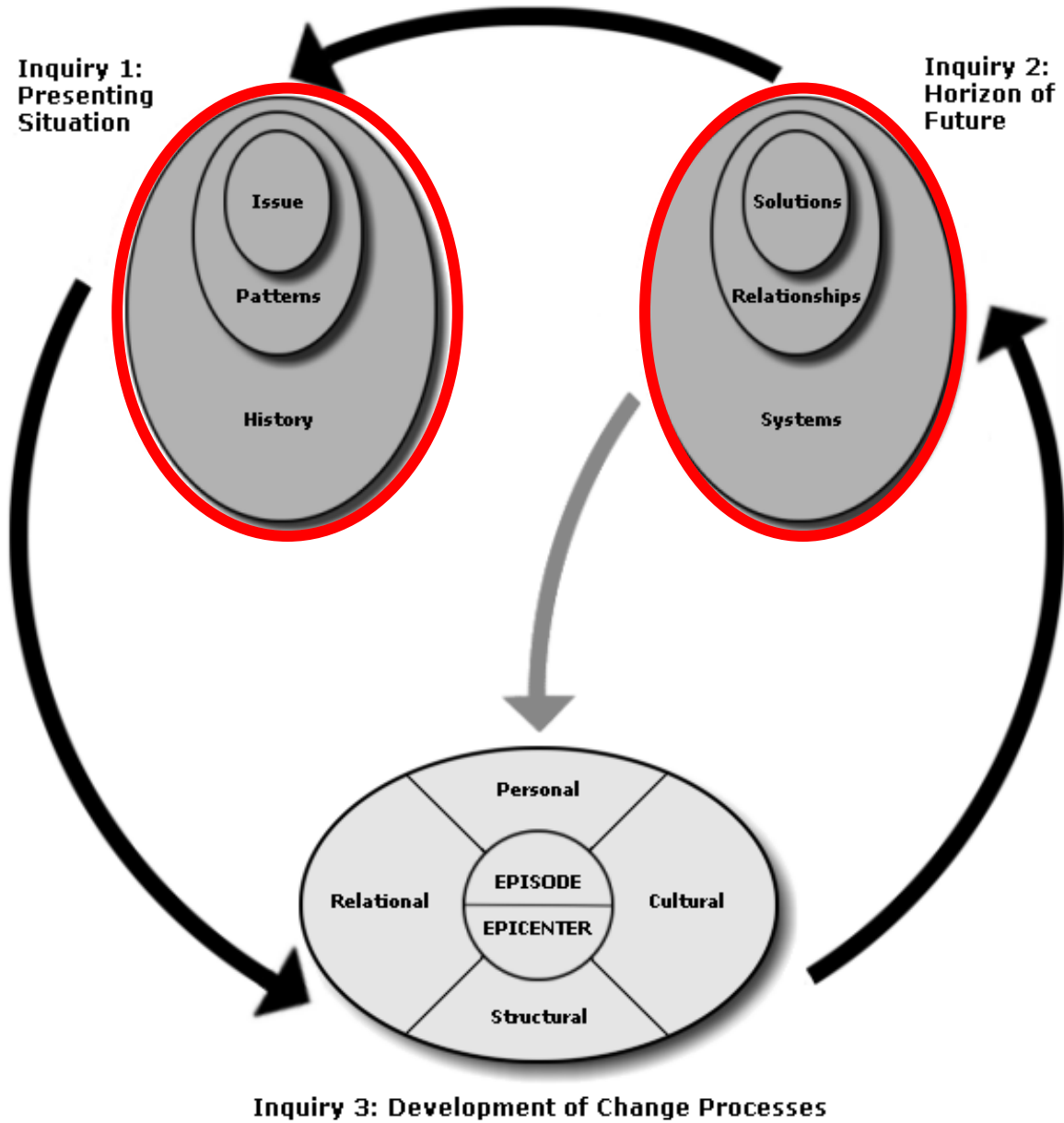


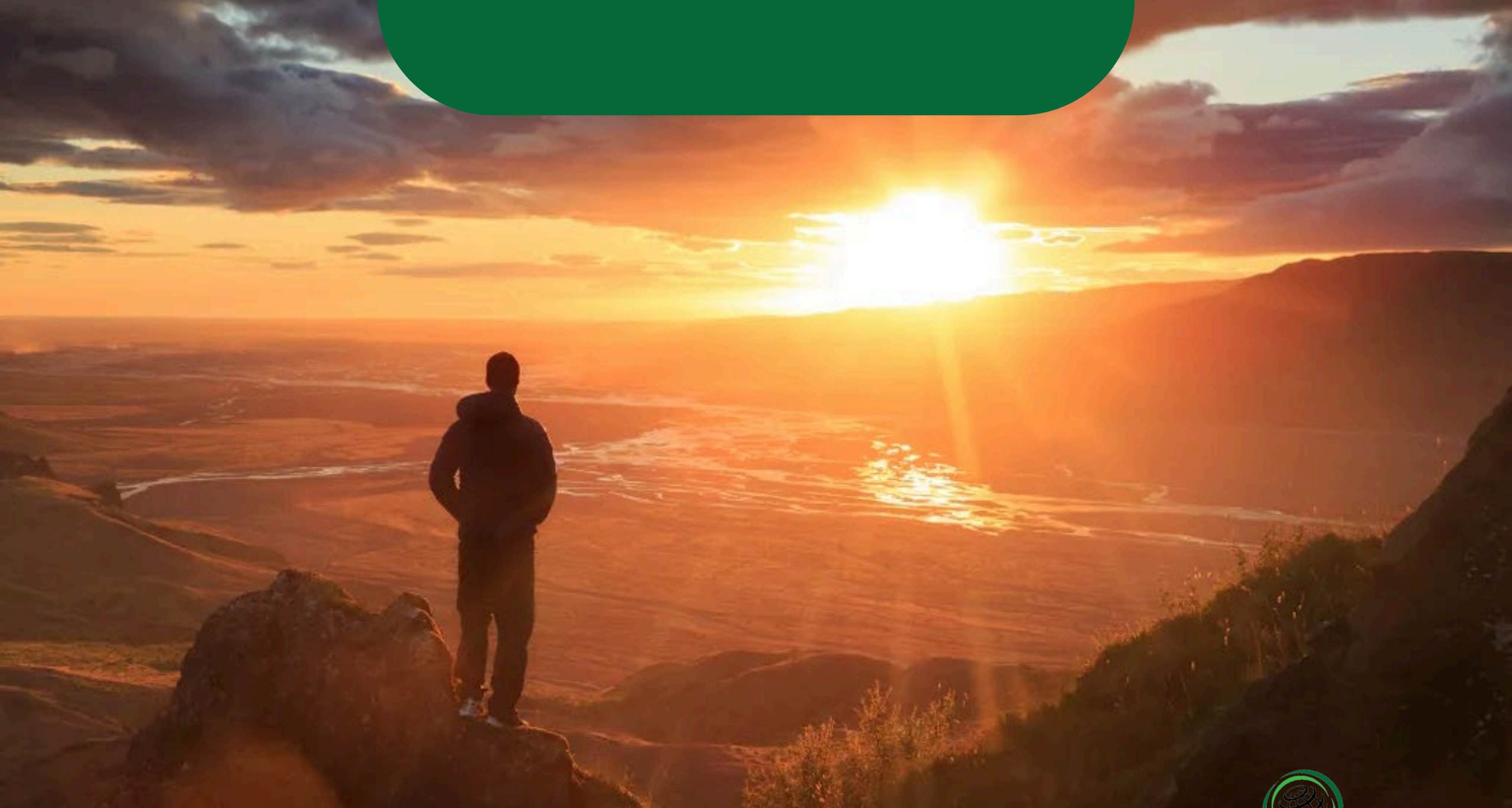
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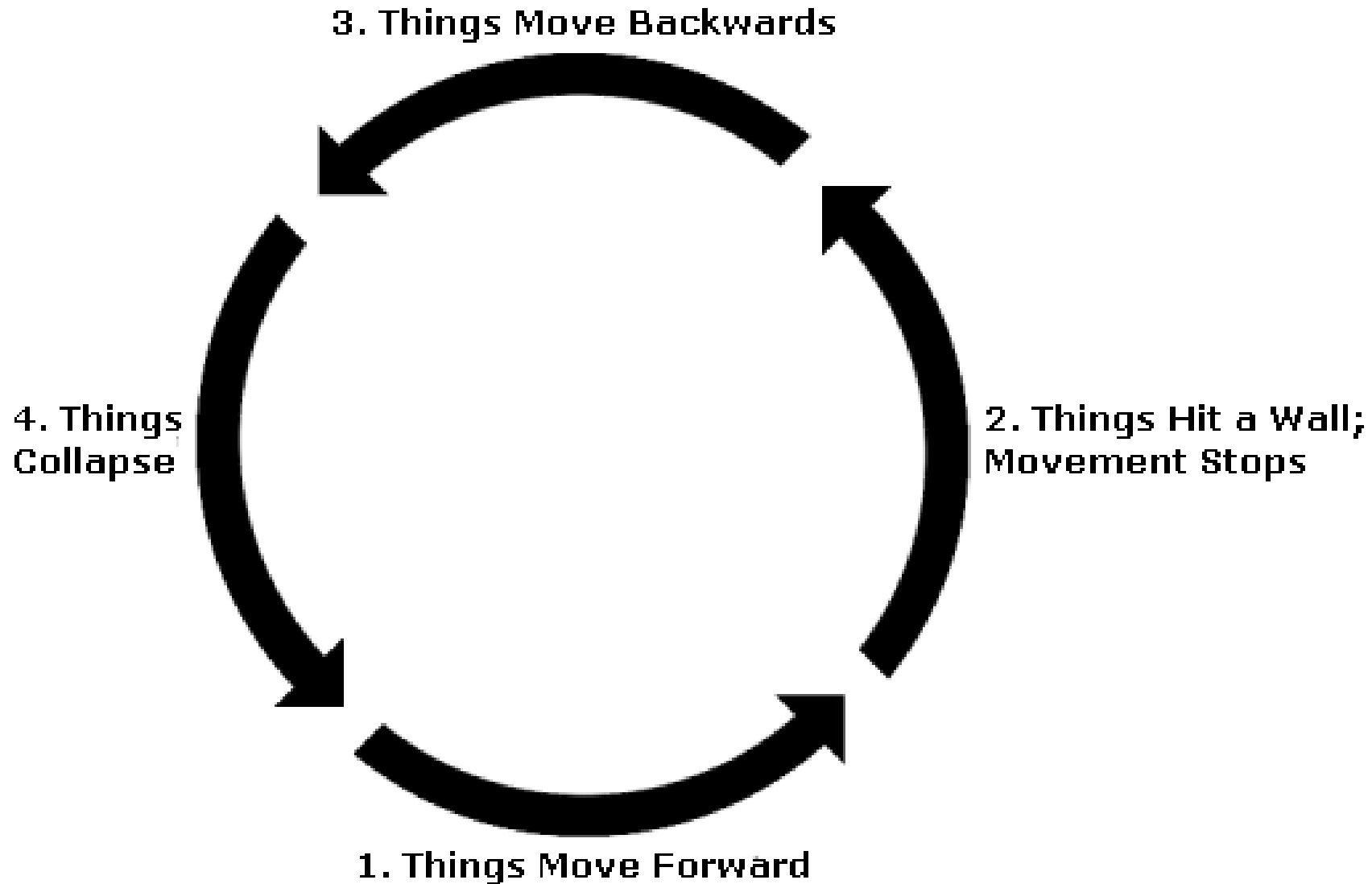
www.globalconservationsolutions.com

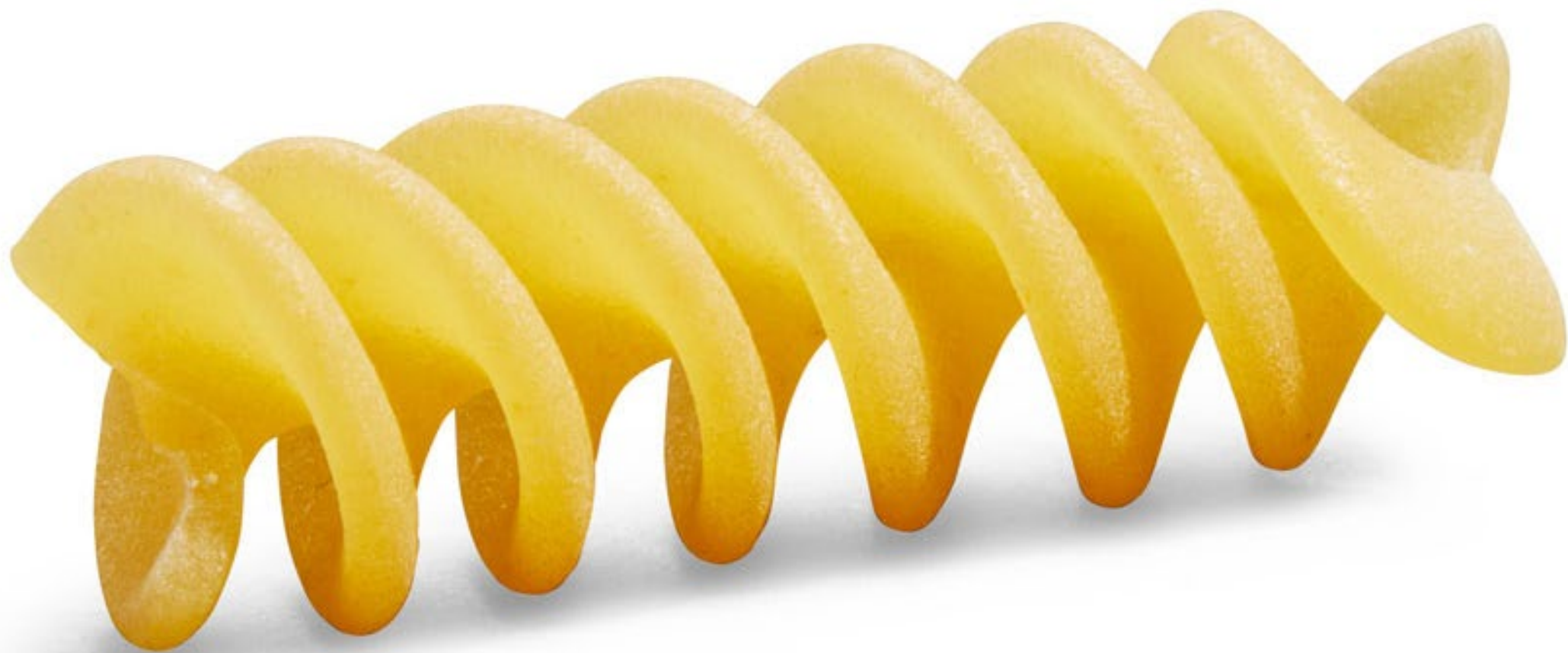
The Big Picture of Conflict Transformation



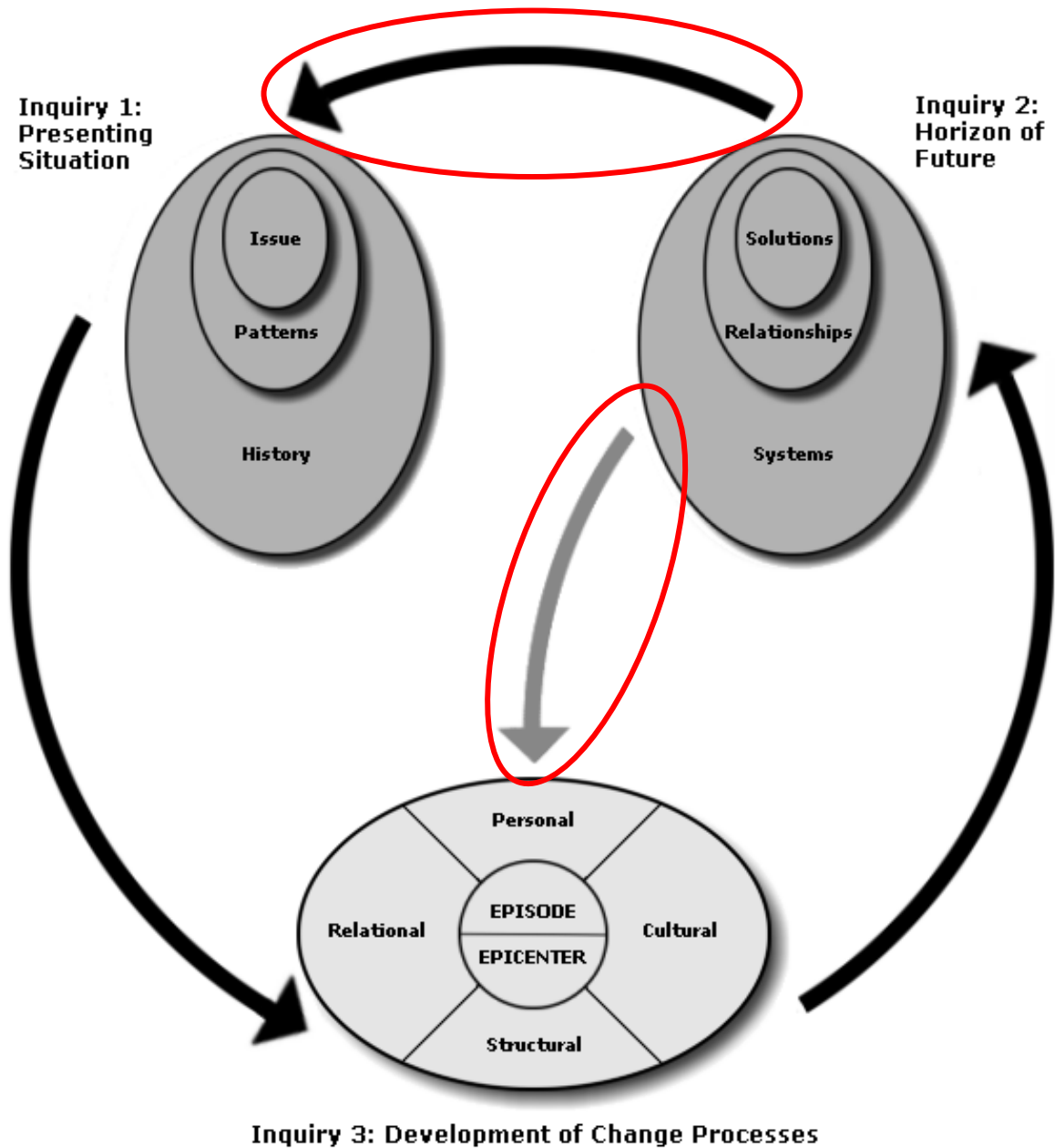


Change as a Circle

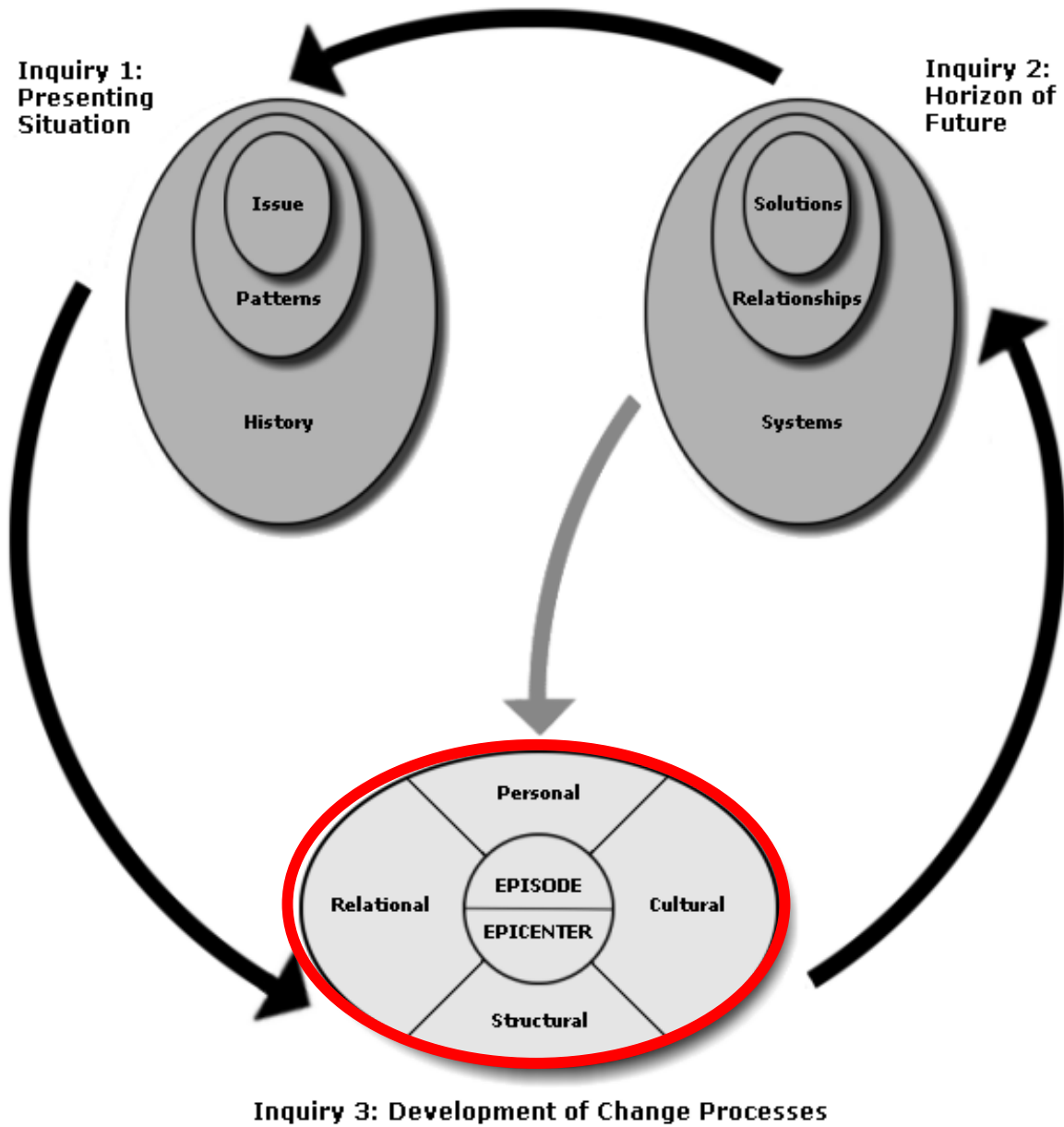




The Big Picture of Conflict Transformation



The Big Picture of Conflict Transformation



An aerial photograph of a tropical coastline. The top half of the image shows a dense, lush green forest. The bottom half shows a clear, turquoise ocean with visible coral reefs and sandy beaches. The text is overlaid on the left side of the image.

Equitable Conservation

CONSERVATION PHILANTHROPY

Our Support

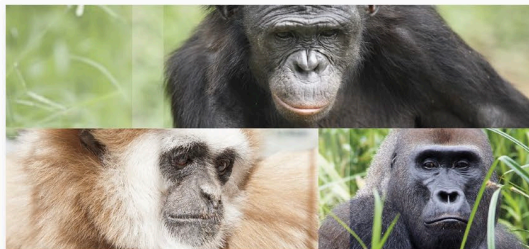
Apply For A Grant

Resources

Grants



Arcus has partnered with more than 700 organizations, ranging in scope from advocacy groups to community centers to sanctuaries. We learn from one another by together taking bold risks on groundbreaking ideas, which drive progress toward a future of respect and dignity for all. We partner with experts, activists, and other brave advocates for change who confront injustice around the world.



Great Apes & Gibbons Program



Social Justice Program



The Christensen Fund works to support Indigenous Peoples in advancing their inherent rights, dignity, and self determination.

Conflict Styles



Competing
'My way'



Collaborating
'Our way'



Compromise



Avoiding
'No way'



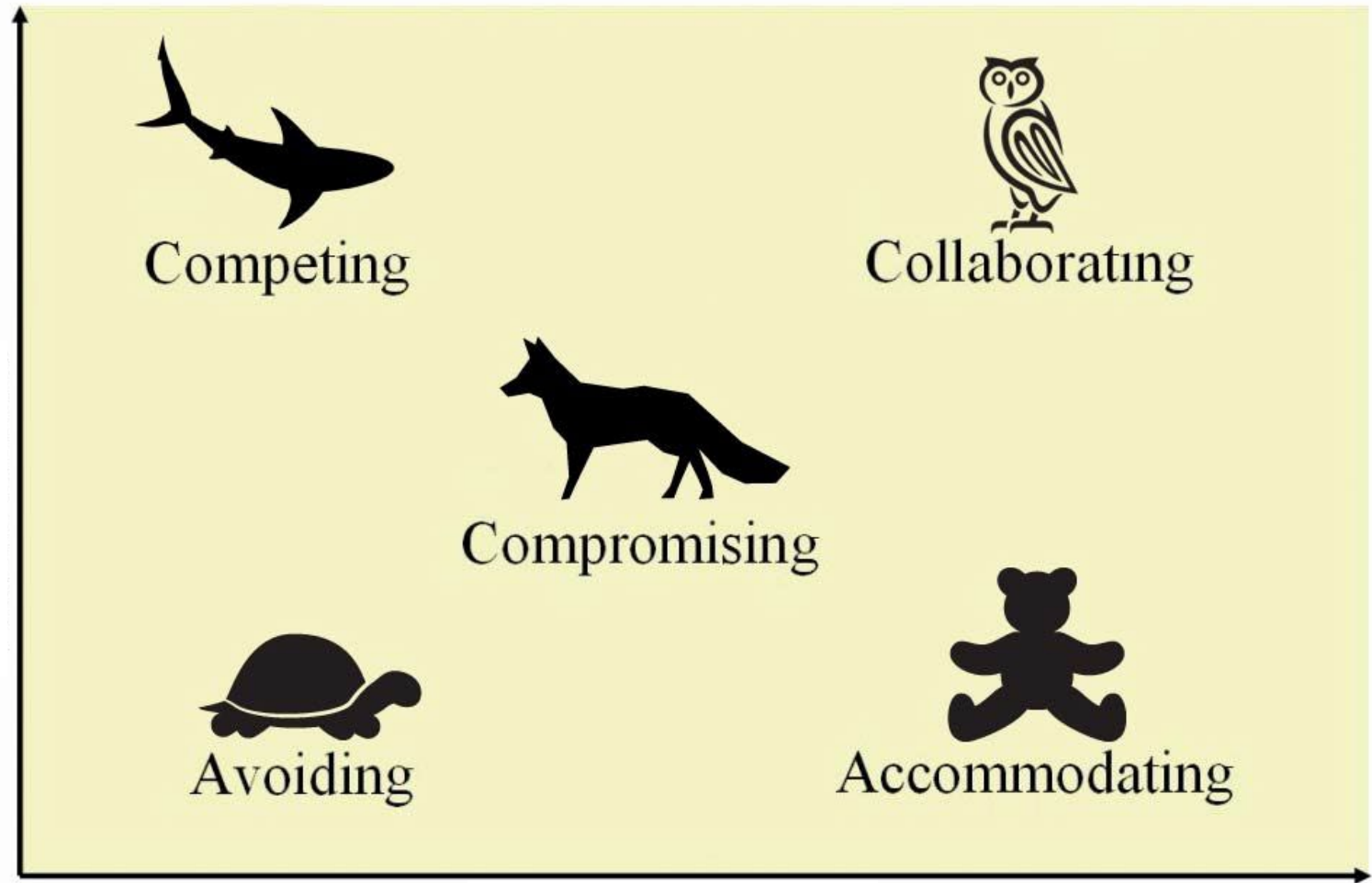
Accommodating
'Your way'



[This Photo](#) by Unknown Author is licensed under [CC BY](#)



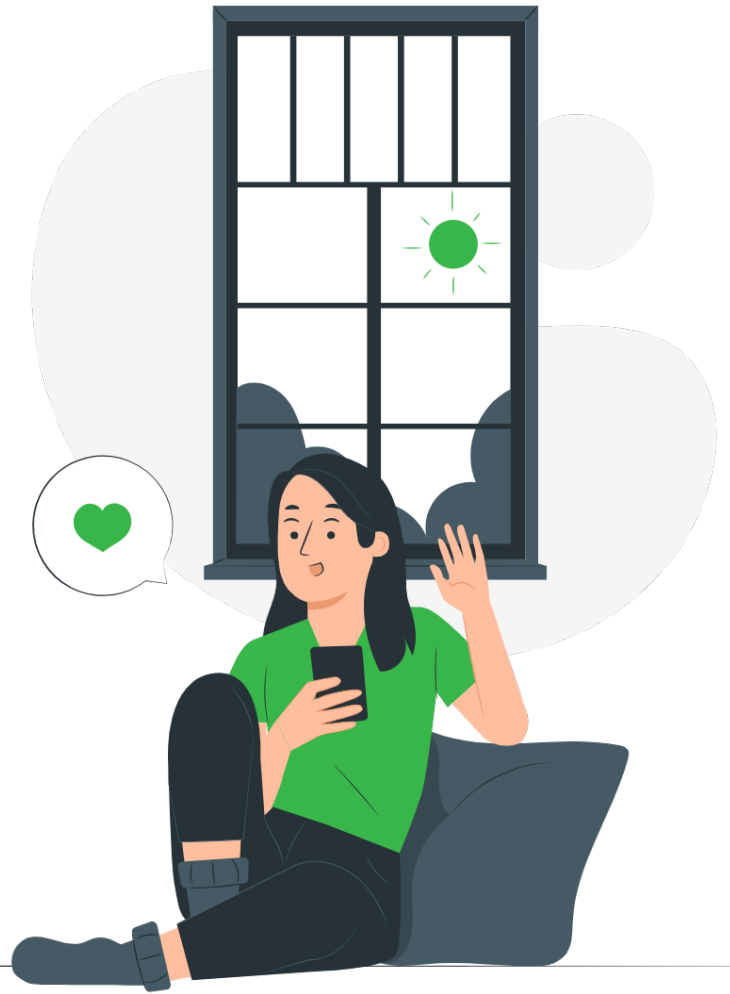
Conflict Styles





Importance of the issue





Importance of the relationship





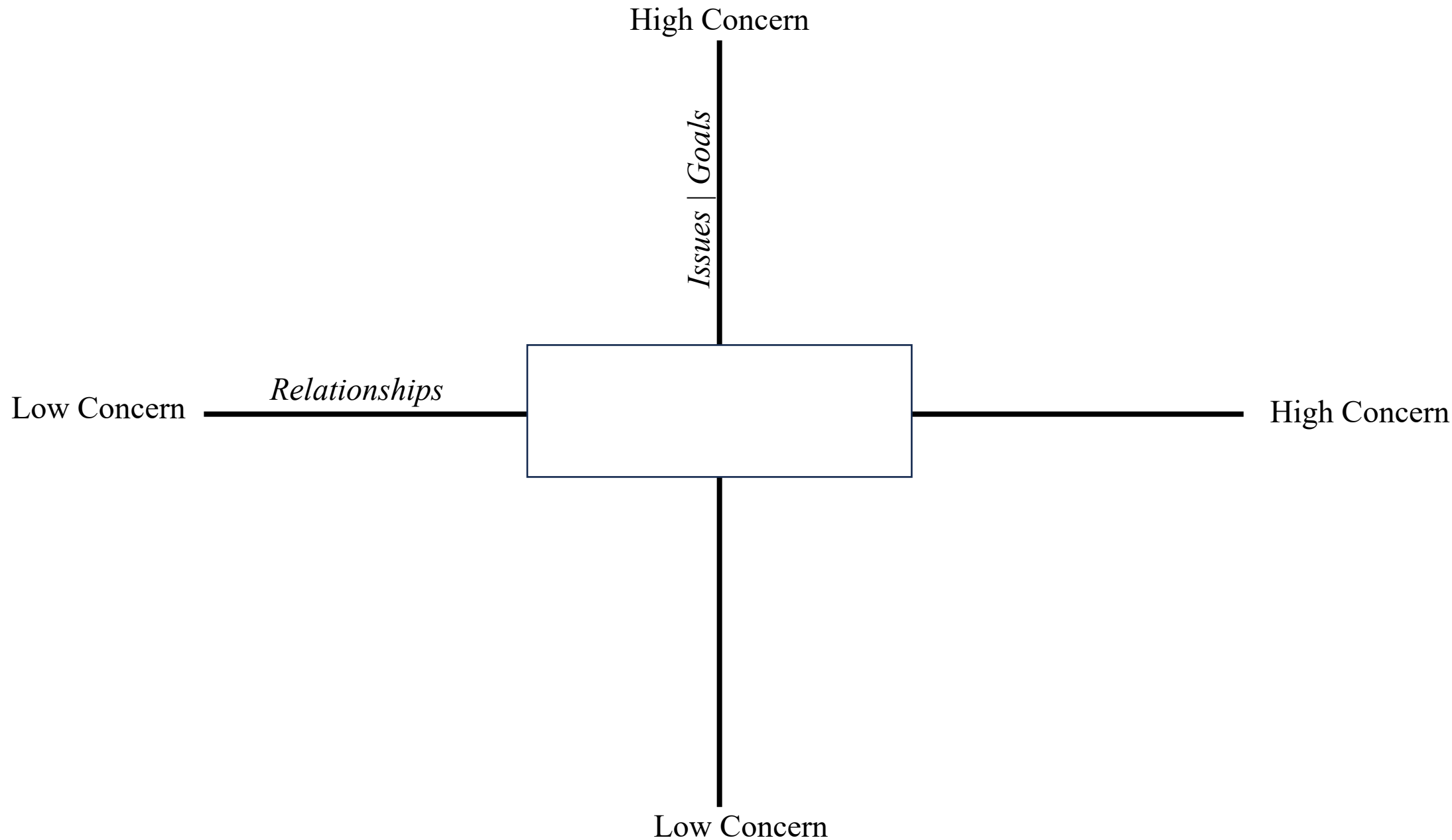
Time





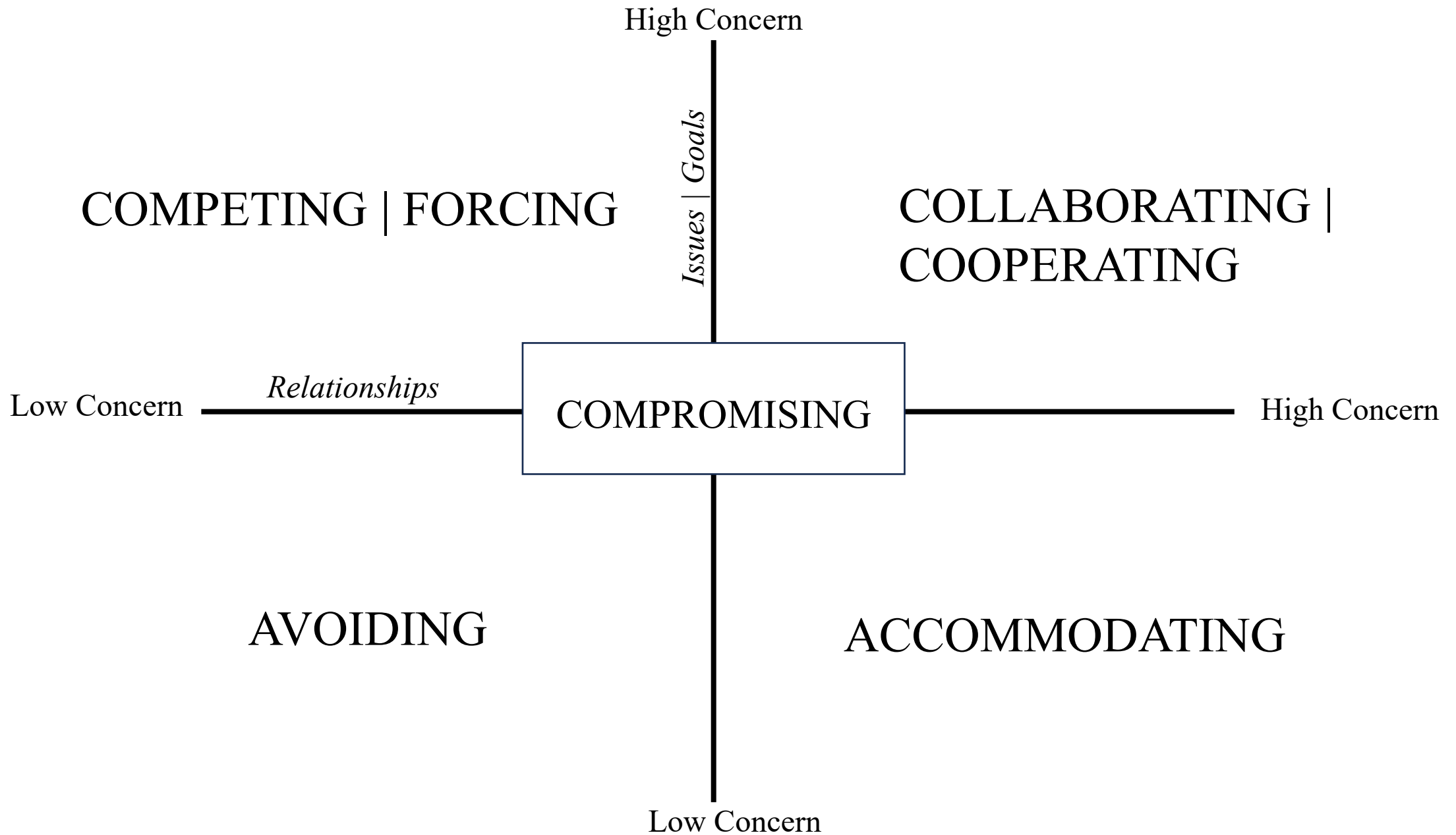
Power





Adapted from Caritas Peacebuilding Manual (2000)





Adapted from Caritas Peacebuilding Manual (2000)



What is your default Conflict Style?



<https://www.usip.org/public-education-new/conflict-styles-assessment>

I am. . .
I believe. . .
I will. . .



Group Anthem





to fill out the
SESSION
EVALUATION FORM

We Welcome Your Feedback



Open The
Camera App.



Point your camera at a
QR Code to scan it.



Advice from the Mediators' Fellowship

Don't ask the mountain
to move, just take a pebble
each time you visit.

Overview

In Part 1:

- Be able to describe the difference between conflict resolution and conflict transformation;
- Describe the five conflict styles and their strengths and weaknesses relative to different kinds of conflict;
- Understand your default approach to conflict;



Overview

In Part 2:

- Have a basic understanding of three conflict analysis tools; and
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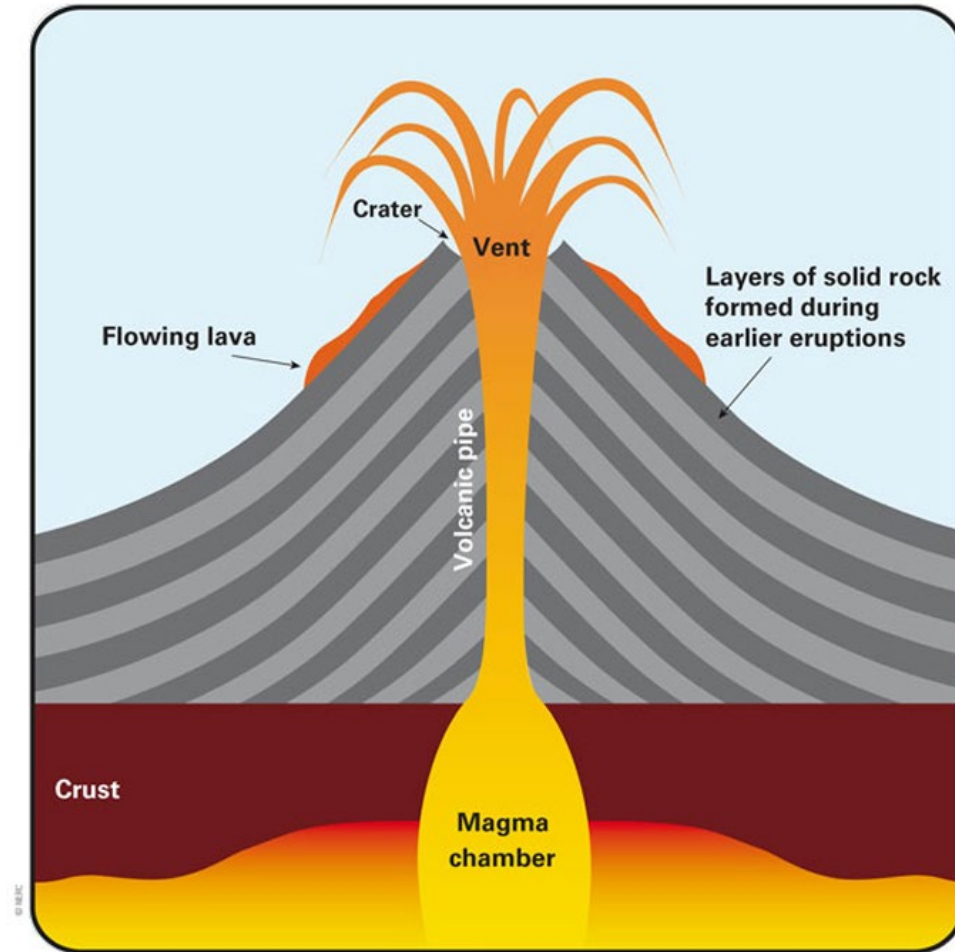


THE KEY QUESTION OR FOCUS

Resolution



Transformation



TIME FRAME

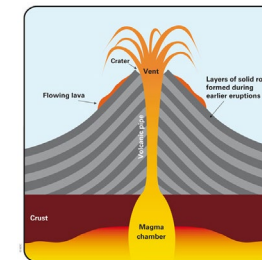
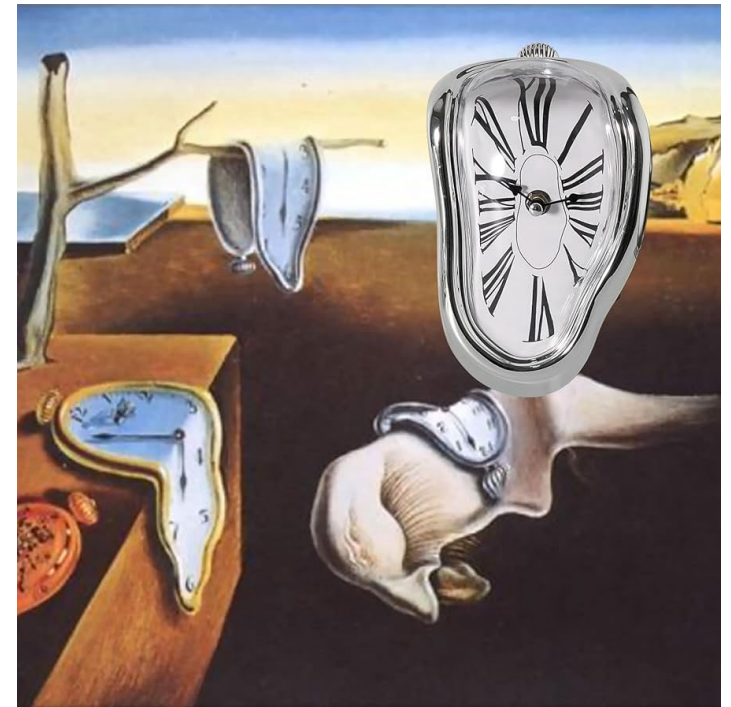
Resolution



THE KEY QUESTION OR FOCUS



Transformation



VIEW OF CONFLICT

Resolution



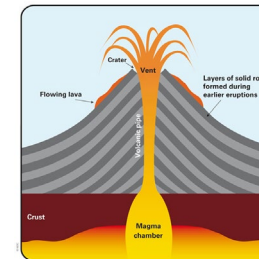
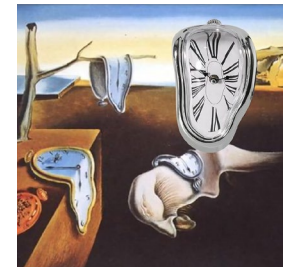
TIME FRAME



THE KEY QUESTION OR FOCUS



Transformation



Four Dimensions of Change

Personal

Changes in the individual
Understanding, emotion,
perception, belief



Relational

Changes in face-to-
face relationships
Patterns of interaction
and communication

Structural

Underlying causes
embedded in the social,
political, and economic
structures

Cultural

Changes in cultural
patterns in a
community



Conflict Styles



Competing
'My way'



Collaborating
'Our way'



Compromise



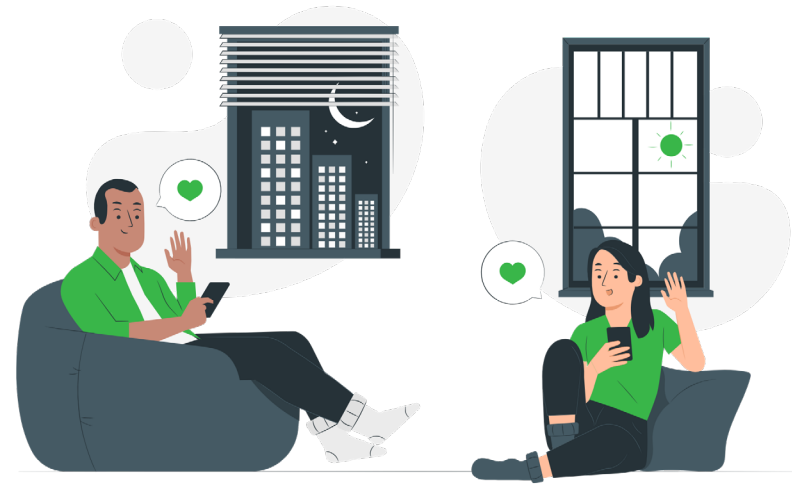
Avoiding
'No way'



Accommodating
'Your way'



Time



Relationship

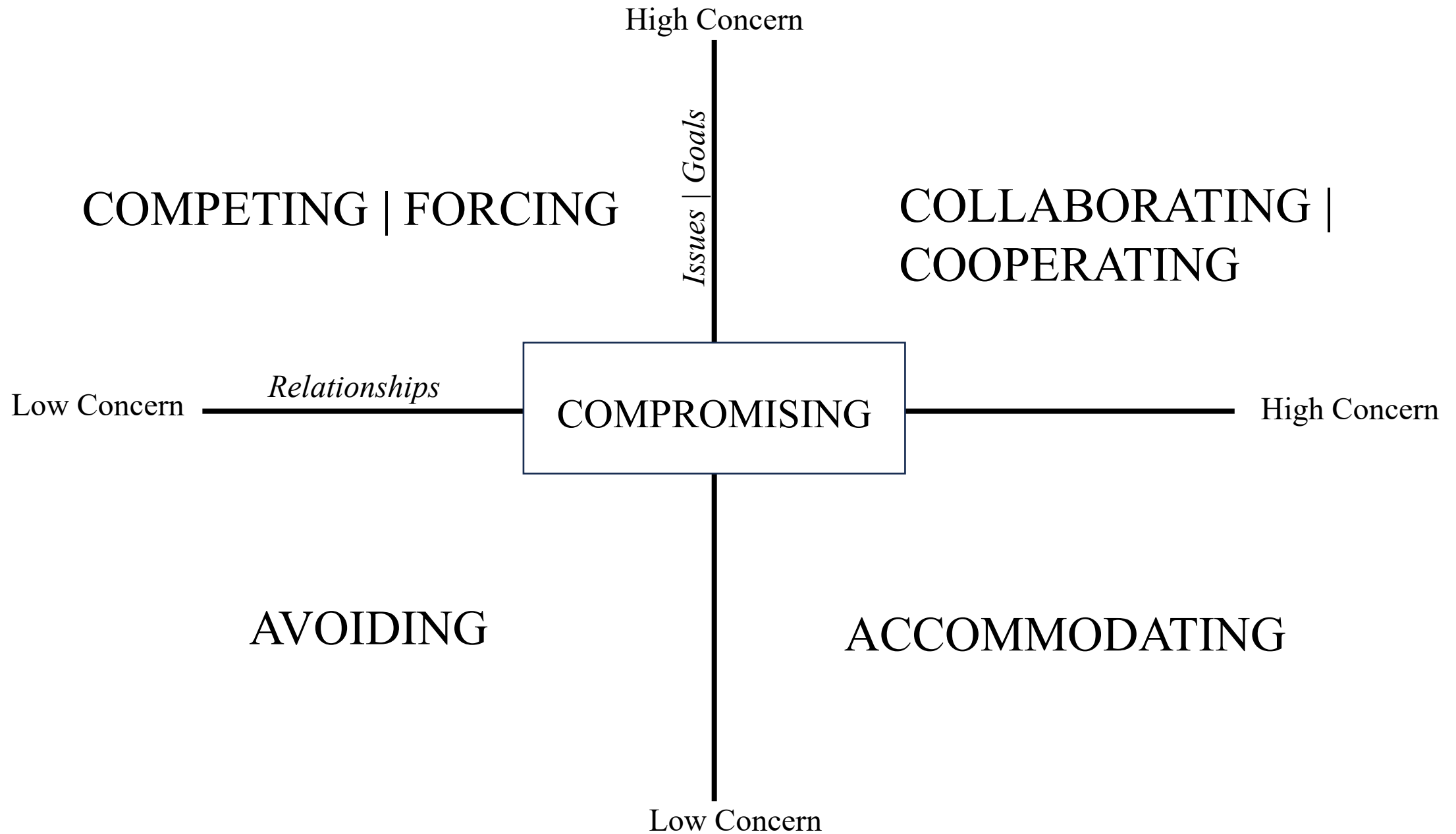


Power



Issue





Adapted from Caritas Peacebuilding Manual (2000)





Case Study: Trouble at the bus stop







SPONSORED















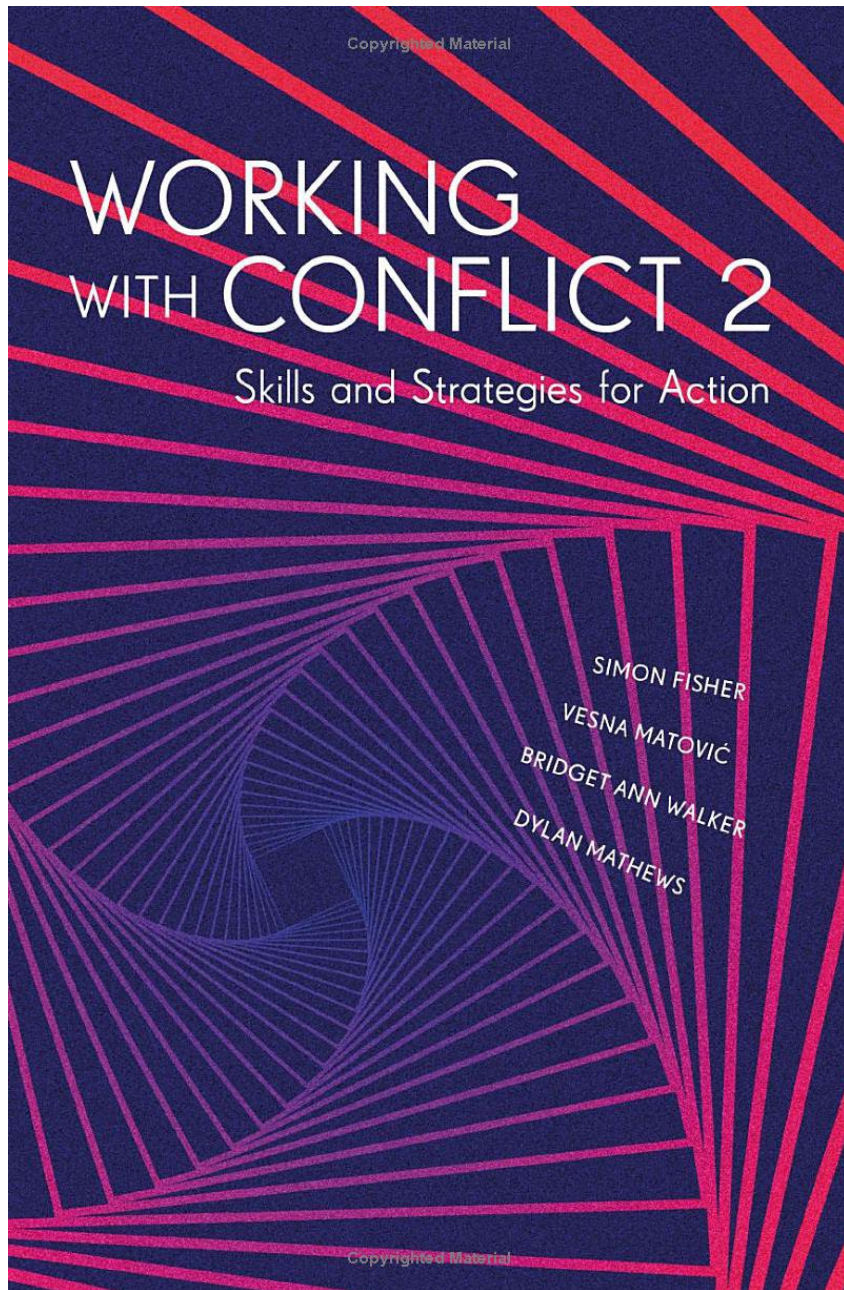








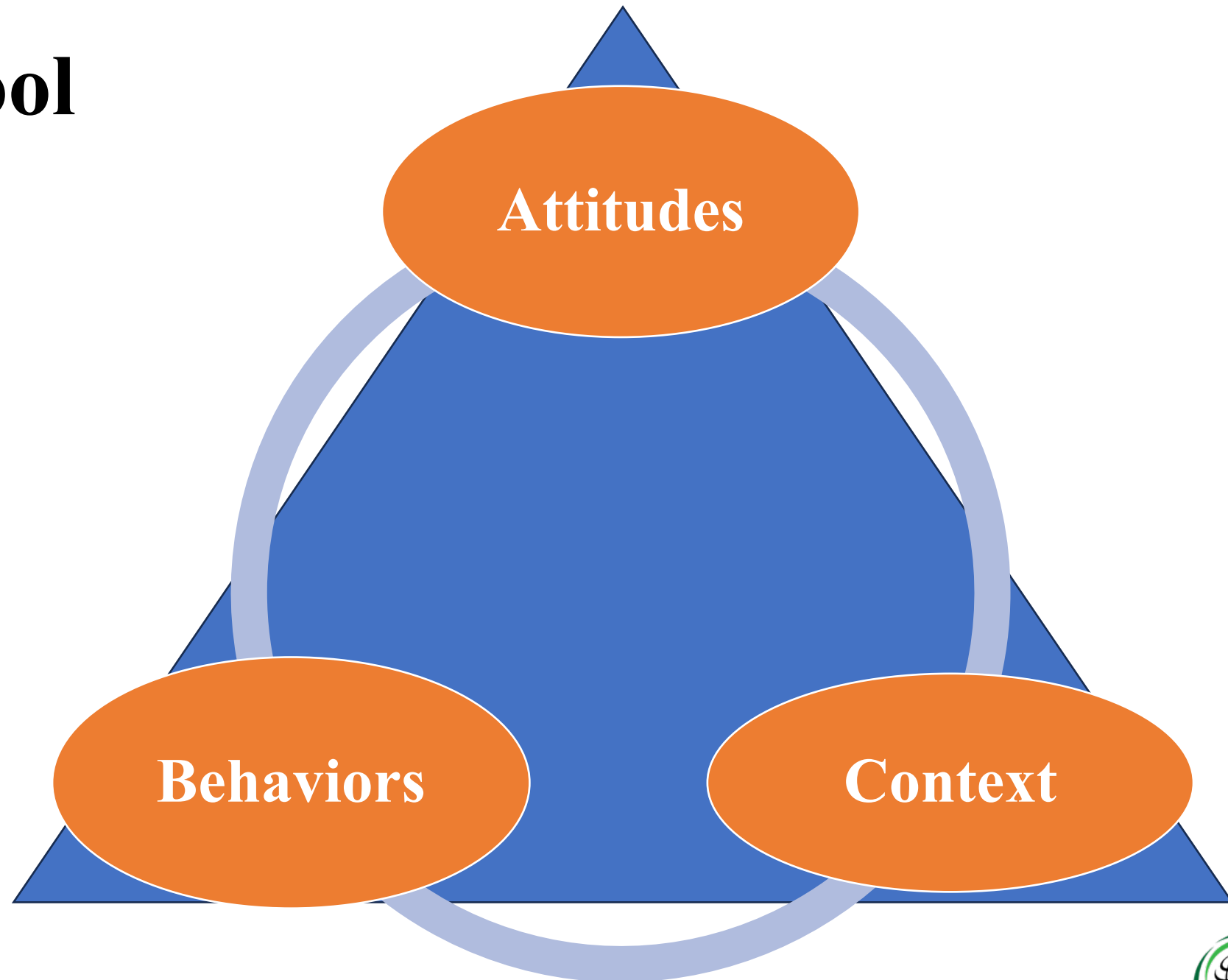
Conflict Analysis Tools



Working with Conflict 2: Skills and Strategies for Action (2020)
Fisher, S., Matovic. V., Walker, B. A., and D. Matthews. Zed Books.



ABC Tool





Think and Feel

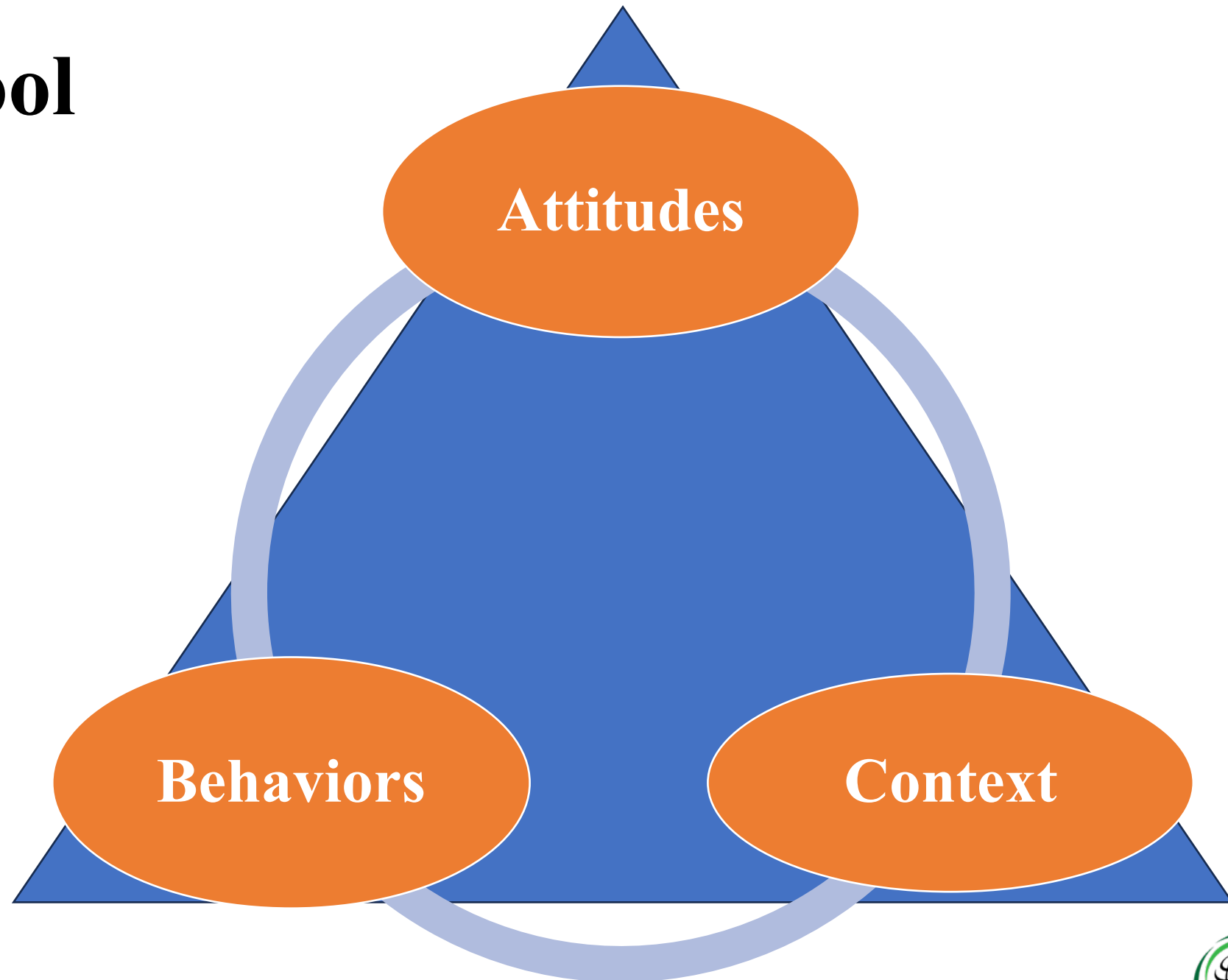


BEHAVIOR





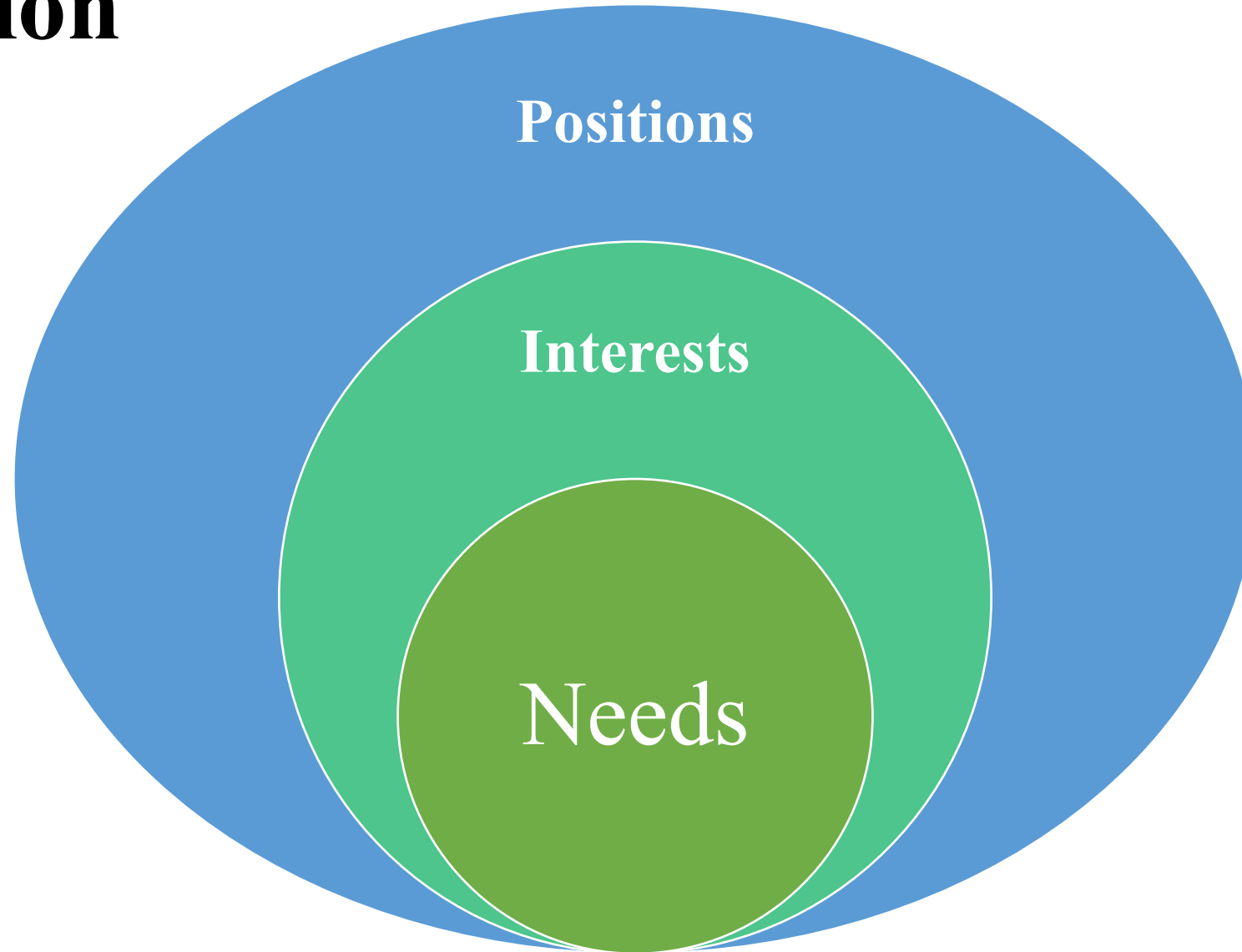
ABC Tool



The Onion



The Onion



The Tree

**Core
Problem**

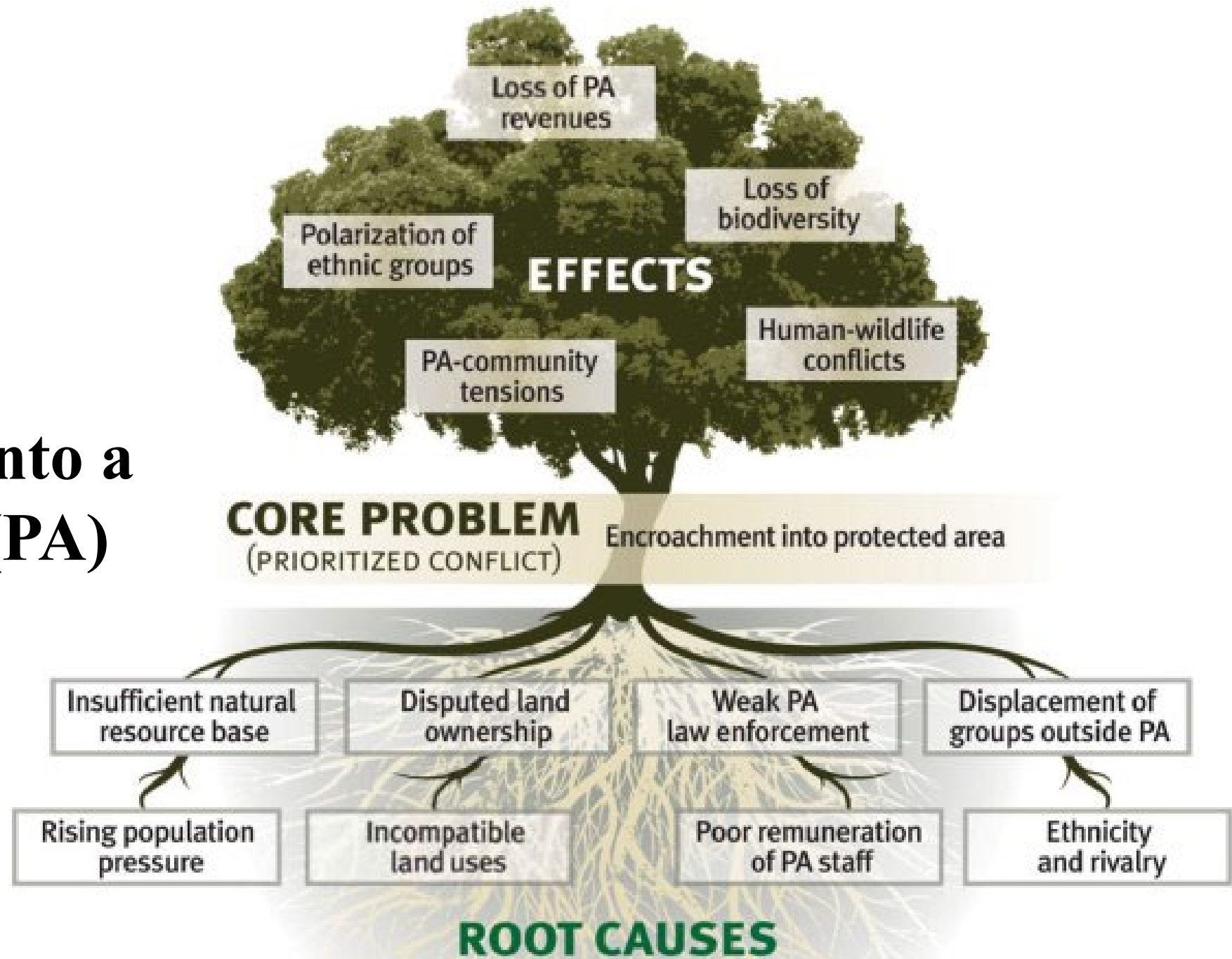


Effects

Root Cause



Encroachment into a Protected Area (PA)



The Tree

**Core
Problem**



Effects

Root Cause





Mediation and Circle Processes

Create space where people in dispute can hear from each other





Introductions



Storytelling



Problem Solving



Agreement

Mediation Phases

Introductions



Introductions

**GROUND
RULES**

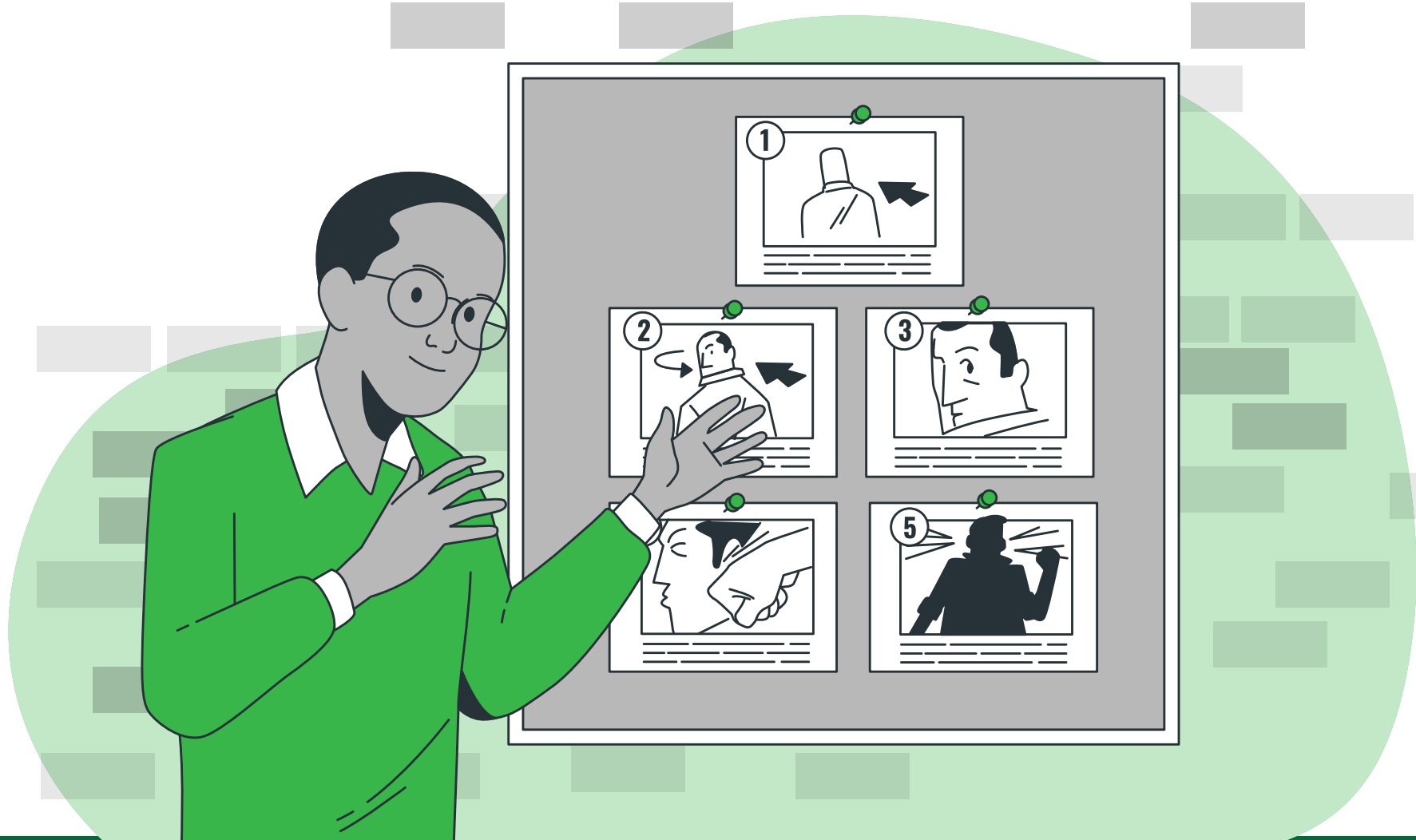


Introductions



Mediation Phases

Storytelling



Introductions

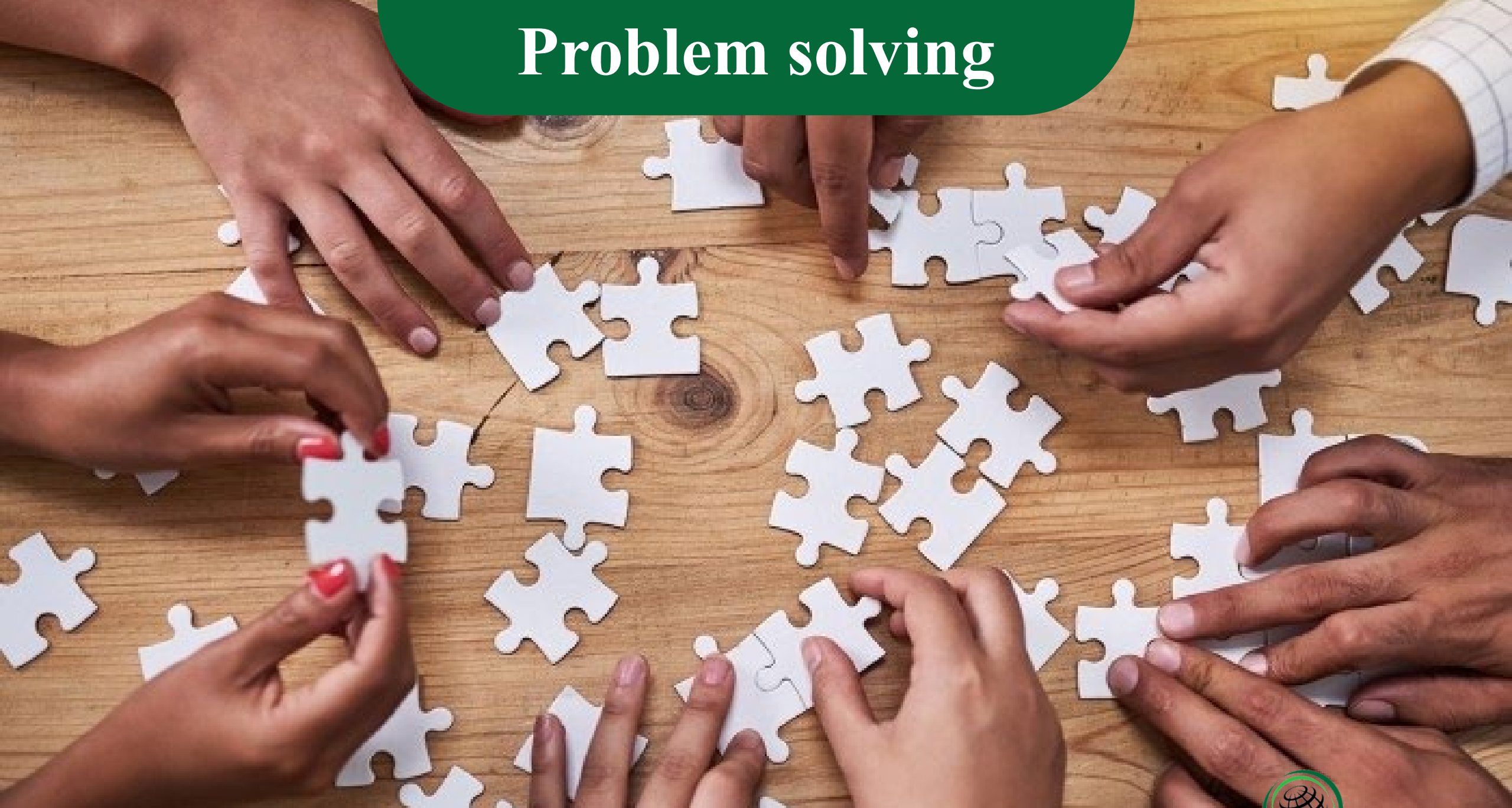


Storytelling



Mediation Phases

Problem solving



Introductions



Storytelling



Problem Solving



Mediation Phases

Agreement



Mediators

Do not make decisions for others

Do not seek power over others

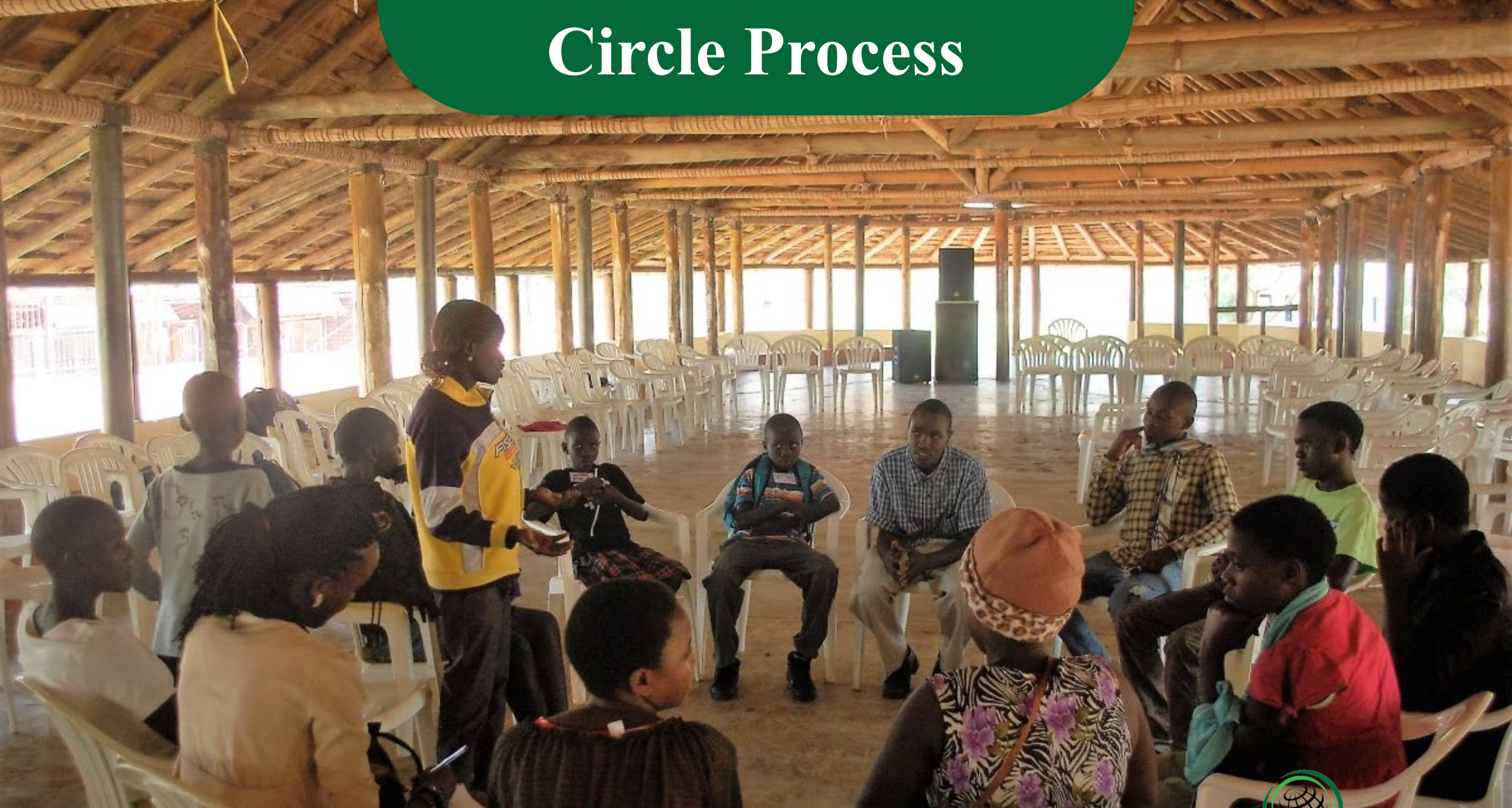
Do not have answers to problems

Do not bear the responsibility for a lack
of agreement

Do not take credit for ‘success’



Circle Process



Circle Process

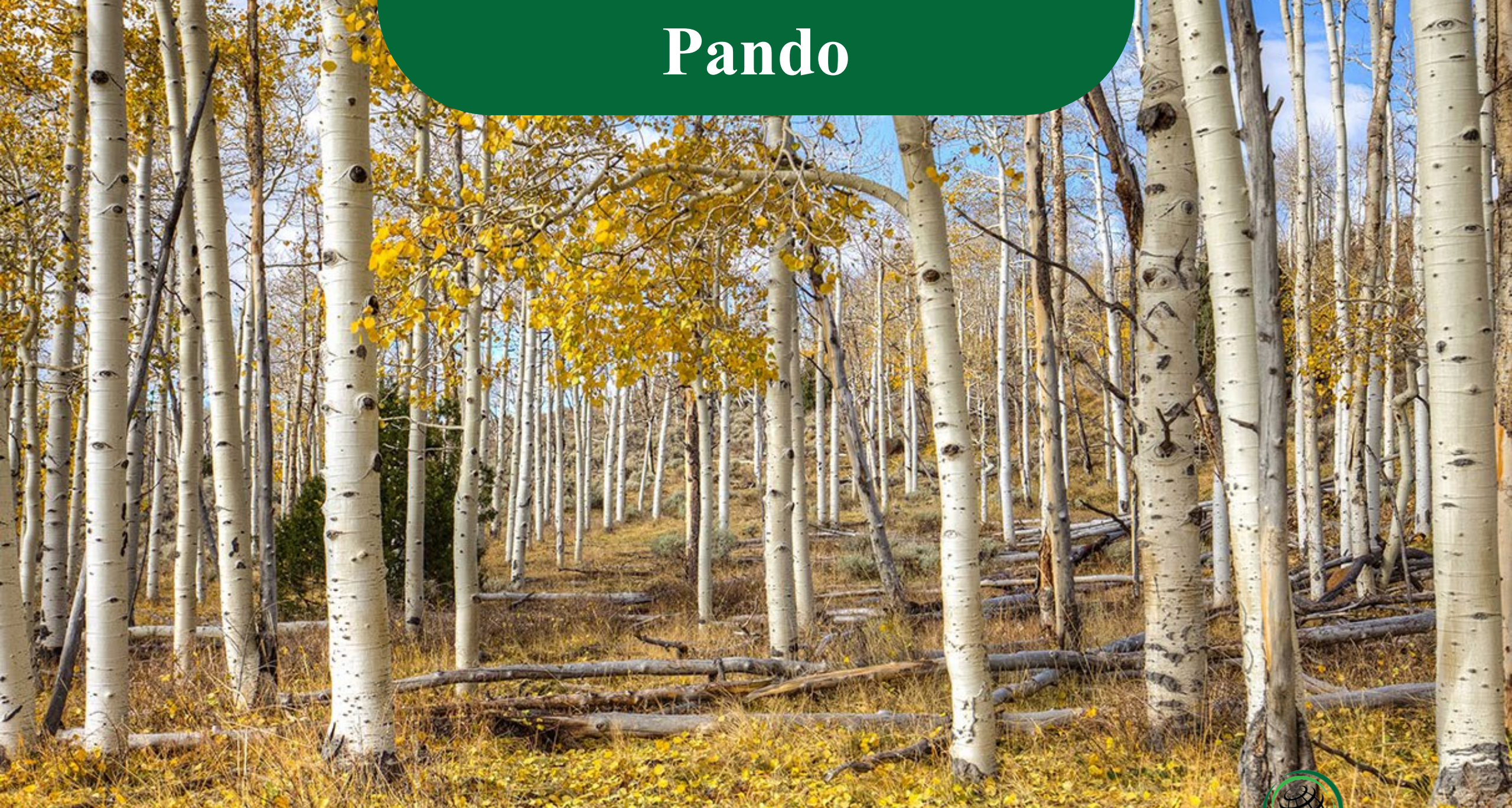
Opening

Closure

Questions



Pando





- Encourage participants to speak from their own lived experience (e.g., *how have you been impacted? What has this situation been like for you? What do you need to move forward? What are you able to offer to help?*)

Designing Effective Questions

- Encourage participants to speak from their own lived experience (e.g., *how have you been impacted? What has this situation been like for you? What do you need to move forward? What are you able to offer to help?*)
- Invite storytelling

Designing Effective Questions

- Encourage participants to speak from their own lived experience (e.g., *how have you been impacted? What has this situation been like for you? What do you need to move forward? What are you able to offer to help?*)
- Invite storytelling
- Focus on feelings and impacts rather than facts

Designing Effective Questions

- Encourage participants to speak from their own lived experience (e.g., *how have you been impacted? What has this situation been like for you? What do you need to move forward? What are you able to offer to help?*)
- Invite storytelling
- Focus on feelings and impacts rather than facts
- Transition participants from the discussion of difficult or painful events into a discussion of what can be done now to make things better

Designing Effective Questions

Closure



THE LITTLE BOOK OF
**Circle
Processes**



A New/Old Approach
to Peacemaking

KAY PRANIS





Closure and Feedback



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Nicole@GlobalConservationSolutions.com



to fill out the
SESSION
EVALUATION FORM

We Welcome Your Feedback



Open The
Camera App.



Point your camera at a
QR Code to scan it.



Kwati. A Nepali soup made up of nine beans each with a distinct fermentation process. Of the nine beans, each bean retains its flavor.

John Paul Lederach describes a locally-led conflict transformation process he was involved in after the Nepali Civil War (1996-2006) where the organizers called the gathering a 'kwati'. Consider how this name choice reflects the larger process.