

FOR THE PRACTICING MANAGER

Managing Conflict with Direct Reports

Barbara Popejoy and Brenda J. McManigle

Center for Creative Leadership

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Barbara Popejoy, Brenda J. McManigle



Managing Conflict With Direct Reports:

Managing Conflict with Direct Reports Center for Creative Leadership (CCL), Barbara Popejoy, Brenda J. McManigle, 2011-08-15 Conflict is inevitable when people work together and it is one of the most difficult challenges facing managers. But it is a challenge that successful leaders learn to address. Managers who develop an understanding of difference without judgment and are willing to see more than one perspective or solution are in a good position to manage conflict with their direct reports. Conflict between managers and direct reports highlights a power relationship and affects the work itself, the tasks for which managers and direct reports share responsibility. Managers who look to see both sides of conflict can resolve it, but it means assessing the differences between themselves and their direct reports and finding out how those differences affect the conflict. After assessing those differences, managers can devise a plan to use before, during, and after a conflict resolution session. They will be better prepared to understand emotions that can trigger conflict, to clarify performance expectations so their direct reports know what is expected of them, and to provide ongoing feedback for the support and development of their direct reports.

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McManigle, 2021-05-26 Conflict between managers and direct reports affects their work and influences how productive and effective an organization can be Managers who can see both sides of a conflict can resolve it but that means assessing the differences between themselves and their direct reports and finding out how those differences impact the conflict With that knowledge they can make a plan to use before during and after a conflict resolution session that clarifies performance expectations and provides ongoing feedback for support and development

Managing Conflict with Your Boss Center for Creative Leadership (CCL), Davida Sharpe, Elinor Johnson, 2011-08-26 As individuals we can be creative and ambitious in our personal lives and in our professional lives But individual efforts can't always match the energy and productivity of a group Cultures societies clubs schools and militaries arose out of our need to band together for mutual support Organizations were created to deal more effectively with the environment both the natural world and the world of work But there is a trade off when we move from individual contributions to group efforts the relationships necessary for working together can spawn conflict In organizations tensions between individuals need to be defused or focused in order to find productive solutions to problems This is especially critical when conflict arises between people at different levels in the organization such as when you are having a conflict with your boss These tensions aren't easy to handle Conflict can generate discomfort anger and ineffective behavior Feelings such as fear and resentment can rise to the surface Organizational issues such as unclear lines of authority power politics and ineffective support systems also come into play Although these internal and external factors create a rich and complicated landscape for conflict to flourish a conflict with your boss doesn't necessarily spell the end of your career with an organization There are steps you can take to gain perspective on conflict and to manage the conflict so that it focuses your energy and your boss's energy on the needs of the organization moving both of you toward a more productive working relationship

How to Win as a First-Time Manager: The Challenges Facing Talent

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exchanges between a new manager and her veteran coach as they explore the various roles all managers are expected to play Publisher s description Managing Organizational Conflict Sam Blank,2020-01-14 Conflict in business and personal relationships is inevitable much of the success of companies depends on how well they respond to it Developing rapport collaboration and cooperation hinges on positive conflict management strategies that stimulate innovation and growth where companies can look for solutions to common issues and needs Conflict management can address dysfunctional outcomes that result in job stress less effective communication and a climate of distrust where working relationships are damaged and job performance reduced Organizations must minimize and resolve internal and external conflicts to remain vibrant and profitable Drawing on examples from a wide range of corporate experiences this volume provides role playing scenarios checklists tables and research studies to help employees managers and owners better comprehend the dynamics of conflict in every interaction **Correctional Administration and Change Management** Martha Henderson Hurley,Dena Hanley,2010-06-02 Change is an inevitable part of any correctional institution as new trends and initiatives constantly bombard the system However as budgetary constraints increasingly require correctional agencies to do more with less a paradigm shift in the way they operate is imperative to ensure success Correctional Administration and Change Management exam

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Table of Contents Managing Conflict With Direct Reports

1. Understanding the eBook Managing Conflict With Direct Reports
 - The Rise of Digital Reading Managing Conflict With Direct Reports
 - Advantages of eBooks Over Traditional Books
2. Identifying Managing Conflict With Direct Reports
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Managing Conflict With Direct Reports
 - User-Friendly Interface
4. Exploring eBook Recommendations from Managing Conflict With Direct Reports
 - Personalized Recommendations
 - Managing Conflict With Direct Reports User Reviews and Ratings
 - Managing Conflict With Direct Reports and Bestseller Lists
5. Accessing Managing Conflict With Direct Reports Free and Paid eBooks
 - Managing Conflict With Direct Reports Public Domain eBooks
 - Managing Conflict With Direct Reports eBook Subscription Services
 - Managing Conflict With Direct Reports Budget-Friendly Options
6. Navigating Managing Conflict With Direct Reports eBook Formats

- ePub, PDF, MOBI, and More
- Managing Conflict With Direct Reports Compatibility with Devices
- Managing Conflict With Direct Reports Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Managing Conflict With Direct Reports
 - Highlighting and Note-Taking Managing Conflict With Direct Reports
 - Interactive Elements Managing Conflict With Direct Reports
- 8. Staying Engaged with Managing Conflict With Direct Reports
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Managing Conflict With Direct Reports
- 9. Balancing eBooks and Physical Books Managing Conflict With Direct Reports
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Managing Conflict With Direct Reports
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Managing Conflict With Direct Reports
 - Setting Reading Goals Managing Conflict With Direct Reports
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Managing Conflict With Direct Reports
 - Fact-Checking eBook Content of Managing Conflict With Direct Reports
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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