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Build better relationships

By Karen Dillon



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assess the situation manage your emotions and move on While some of us enjoy a lively debate with colleagues and others
prefer to suppress our feelings over disagreements we all struggle with conflict at work Every day we navigate an office full
of competing interests clashing personalities limited time and resources and fragile egos Sure we share the same
overarching goals as our colleagues but we don t always agree on how to achieve them We work differently We rub each
other the wrong way We jockey for position How can you deal with conflict at work in a way that is both professional and
productive where it improves both your work and your relationships You start by understanding whether you generally seek
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scenarios Then if you decide to address a particular conflict you use that information to plan and conduct a productive

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HBR Guide to Coaching Employees, 2015 Resource added for the Human Resources program 101161

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HBR Guide to

Negotiating (HBR Guide Series) Jeff Weiss, 2016-01-26 Forget about the hard bargain Whether you're discussing the terms of a high stakes deal forming a key partnership asking for a raise or planning a family event negotiating can be stressful One person makes a demand the other concedes a point In the end you settle on a subpar solution in the middle if you come to any agreement at all But these discussions don't need to be win or lose situations Written by negotiation expert Jeff Weiss the HBR Guide to Negotiating provides a disciplined approach to finding a solution that works for everyone involved Using a seven part framework this book delivers tips and advice to move you from a game of concessions and compromises to one of collaboration and creativity resulting in better outcomes and better working relationships You'll learn how to Prepare for your conversation Understand everyone's interests Craft the right message Work with multiple parties Disarm aggressive negotiators Choose the best solution

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