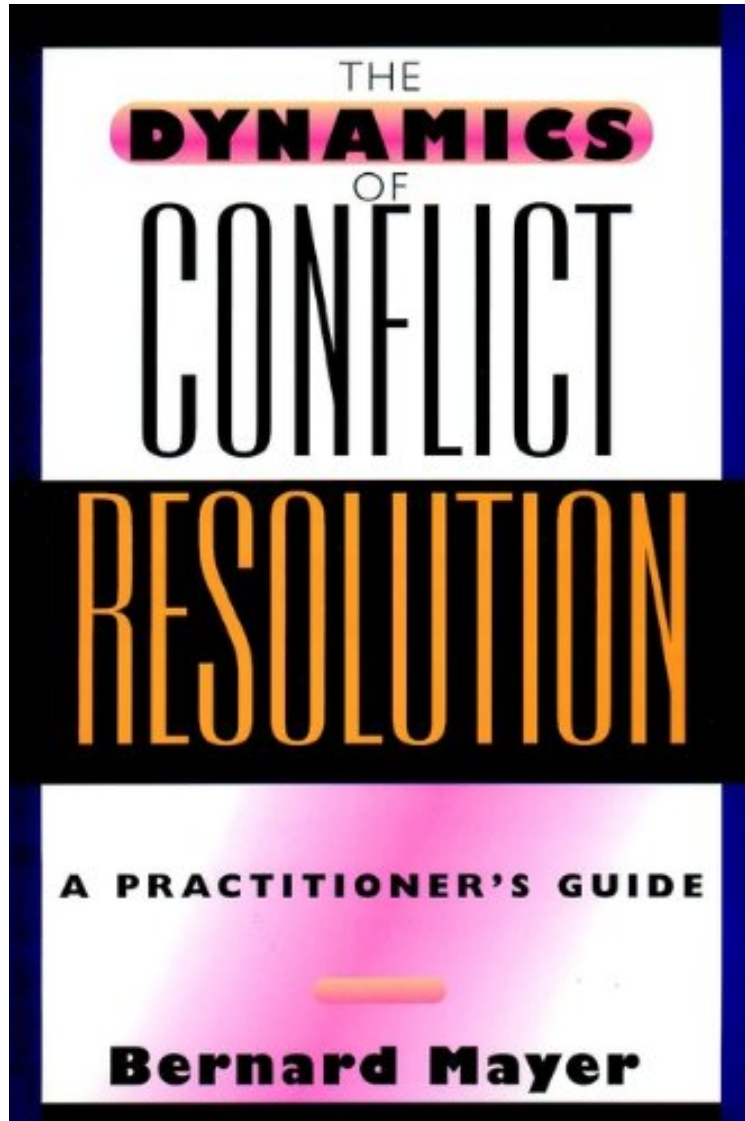


The Dynamics of Conflict Resolution: A Practitioner's Guide

Bernard Mayer

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Bernard Mayer : The Dynamics of Conflict Resolution: A Practitioner's Guide before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Dynamics of Conflict Resolution: A Practitioner's Guide:

0 of 0 people found the following review helpful. Good content, dated writing. By Brenda REven though it was published less than twenty years ago the language in this book feels dated, which makes it excessively cumbersome to read. If you manage to get through the chaff you may find some insightful musings. Try one of the newer editions, perhaps? 10 of 13 people found the following review helpful. The Essentials of Conflict and its Resolution By M. A. ZAIDI To understand conflict, attention needs to be paid to the differences in ways individuals approach it. The way

people handle conflict is definition of who they are and how they relate to others. People approach to conflict derives not only from their upbringing and how they have been taught to deal with conflict, but their culture plays a key role. Conflict often is generated when people feel disempowered. Power is the currency for conflict whether its exercise is intentional or not; when people are in conflict their power is in play. The choice in conflict is not whether to use power but how to use it. When people try to meet their needs in face of resistance, they are exercising power. The success of conflict depends on part on how much power they are able to muster and how wise they are in using it. The use of power can escalate or deescalate a conflict. It can create resistance or overcome it. People can employ their power to create momentum for constructive dialogue and collaborative negotiations; or they can use it to beat others down and to prevent co-operation. Everyone has a choice of how to use power or how to respond to power; the one choice participants don't have is not having any power at all. This is a very theoretical study on conflict and its resolution. Unlike other texts this delves into the core of conflict and explains it to the detail. 0 of 0 people found the following review helpful. Five Stars By KingCobra Must read for executive.

This empowering guide goes beyond observable techniques to offer a close look at the creative internal processes--both cognitive and psychological--that successful mediators and other conflict resolvers draw upon.

"In Mayer's book, the author presents a particularly unique perspective on the resolution of disputes and the prevention of conflict." (Mediate.com, 1/02) About the Author Bernard S. Mayer, Ph.D., is a partner at CDR Associates, which provides democratic decision making and conflict management assistance to businesses, governmental agencies, professionals, and organizations in the public sector. Since the 1970s, he has worked as a mediator, facilitator, trainer, researcher, program administrator, and dispute systems designer. He lives in Boulder, Colorado.