

**Leadership Preconference  
2019 ADFM Winter Meeting  
February 13, 2019  
1:00 – 5:00pm  
JW Marriott Houston  
ROOM: Ballroom Salon A**

***CONFLICT 201: MOVING FROM AVOIDANCE AND MANAGEMENT TO ENGAGEMENT***

**Presenters/facilitators:** Jeff Borkan, Tochi Iroku-Malize, Myra Muramoto, Margot Savoy;

**Staff:** Susan Latta

**Objectives:**

1. Understand the move from conflict avoidance and conflict management to conflict engagement.
2. Identify how different personality styles impact conflict management and conflict engagement
3. Develop strategies to help with navigating conflict and how to salvage the team without firing everyone and starting over

**AGENDA**

1:00 – 1:05pm	Welcome from the ADFM Executive Committee
1:05 – 1:45pm	Introductions & needs assessment - <i>Tochi</i>
1:45 – 2:20pm	Overview of the afternoon's agenda: making the pivot from conflict management to conflict engagement for yourself and your team - <i>Margot</i>
2:20 – 2:30pm	Stretch BREAK
2:30 – 3:00pm	Understanding personality styles as a tool: how to communicate and work effectively with others - <i>Myra</i>
3:00 – 3:20pm	Table discussions of personality styles within the case
3:20 – 3:30pm	Reporting out of pearls from table discussions
3:30 – 3:45pm	Stretch BREAK and <u>swap tables</u>
3:45 – 3:55pm	Engaging conflict in all directions: up, down, and side-to-side - <i>Jeff</i>
3:55 – 4:35pm	Table discussions of engaging conflict in multiple directions within the case
4:35 – 5:00pm	Reporting out of pearls from table discussions
5:00pm	Wrap up & evaluations