

# Creating a Culture of Integrity

4 steps to creating workplace harmony

Disappointments and disagreements are a daily part of every workplace. What is the difference between teams that handle frustrations constructively and those that spiral into blame and mistrust? Being **Conflict Savvy!**

## A code of behavior for all

A facilitator guided process that empowers teams to remove barriers to cohesiveness. This session is a follow up to Conflict Savvy! and allows groups to reinforce positive behaviors and gently nudge outliers toward healthier norms.

## A plan to improve skills

Changing an individual's behavior cannot be addressed effectively in group settings. Our seasoned team of professionals work privately with participants to help apply the skills learned in the workshop.

*"This workshop was extremely valuable to me. Even after 20 years in HR and multiple other seminars, conflict resolution was a mystery and discomfort to me. With the "conflict savvy" tools, a manager can skillfully build trust and understanding and help develop actionable plans with future focus that the employees can be accountable to." Peg Olds, HR Manager*

## A workshop for all

Conflict Savvy! empowers individuals from front-line employees to leaders to top executives to build the workplace environment they desire – and deserve. Learn the part you and your colleagues can play in building a resilient culture of integrity and pride in work. Learn why negative assumptions pick up momentum and spread, how to short-circuit destructive disagreement, and eliminate unconscious behaviors that spark power struggles and mistrust.

## A workshop for leaders

Despite their best efforts many leaders struggle to handle conflict between their direct reports. At last there is help! This fast-paced seminar will allow you to master a proven, step-by-step process for permanently restoring collaboration between direct reports or other key members of your teams. You will leave with a method to: 1.) help team members repair their relationship 2.) restore collaboration and team unity 3.) create a joint message of reconciliation to their colleagues or direct reports 4.) turn blame and bitterness into a shared responsibility for the future.

