

Conflict coaching provides a one-on-one voluntary and confidential process in which a trained coach assists and supports people to reach their goals for improving the way they manage conflict or disputes. The process is essentially a conversation whereby coaches help people to identify their goals, explore different ways and steps for reaching these objectives and develop practical methods for preventing unnecessary conflict, resolving disputes and generally enhancing their conflict management skills.

CORP is now offering conflict coaching, from Coaches who are trained in the CINERGY model of conflict coaching.

There has been a very positive response to the availability of conflict coaching at CORP, with Managers and staff from a range of NT organizations taking advantage of this new approach. Comments from coachees on the benefits of conflict coaching have included the following:

'I now realize that I need to be a lot clearer about my intentions and the outcomes I am seeking before talking with my staff or my managers. I have a greater understanding and a plan of action as to how I might approach difficult conversations with them.'

'This has helped me to recognize the importance of planning how to work most effectively with each member of my team and given me practical ways of preparing for meetings and dealing with conflict situations'

'I have much greater awareness of my management style on a number of levels and the need to be more mindful of how I speak with and react to my staff'

'These sessions have opened up my eyes to seeing conflict situations through the other person's eyes and therefore enabling me to be much more effective in managing the conflict'

'I am able to see how my pattern of ineffectively dealing with conflict impacts on my life in a number of ways and to see the need to take action to speak out rather than avoid conflict'

'This has really opened my eyes as to how I contribute to the conflicts I have with people and the assumptions I make about them'

'The process of reflection has greatly assisted me to clarify my thinking and to work out what steps I need to take to deal with this and other conflict situations'

'This process has stimulated me to think seriously about and make the decision to take action to deal with a long standing conflict instead of endlessly pondering over it and doing nothing'

'Helped me to understand just why this situation pushed my buttons so strongly'

'I feel empowered by the realizations of how I have disempowered myself and how I can learn to respond differently'

'This has opened the door to me seeing the difference between what I think I'm communicating and what I am actually communicating'

If you have any further questions regarding the conflict coaching service at CORP, please contact the Conflict Management team in your local area.

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