

Conflict Resolution Tips for Supervisors Coping with Workplace Conflicts

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The workplace is a hotbed of intrigue, problems, and competition and it's hard to resolve many issues without strong leadership skills. Regardless of the industry, there is not one office in the world that does not have an ongoing conflict and this includes government, schools, nonprofit organizations, the private corporate sector, NGOs, secular and non-secular groups, seniors, mature adults, and even teenagers! With this in mind, it's absolutely critical that individuals learn how to handle workplace conflicts as quickly as possible!

After all, being a supervisor is already tough enough and a hostile environment lowers morale, dampens motivation, ruins production output, and drains everyone's energy. Interestingly, many supervisors are turning to experienced executive coaches to help them resolve conflict. This is because executive coaches can see things from an objective perspective. According to Working Dynamics, 65% of problems related to job performance are caused by conflicts within the working group. If you find yourself in a hostile environment and can't resolve the issue on your own, here are a few strategies an executive coach might use to rectify the situation:

Your Executive Coach Will Reunite Your Divided Workers – Every conflict creates sides and this affects everyone – not just those directly involved. Your executive coach will conduct exercises that will bring everyone together. He will accomplish this with games and activities that strengthen relationships and resolve conflicts. In essence, he will use his interpersonal and communication skills to help your team members agree to a common goal. Not only will this unify the group but it will also enhance the overall working environment.

Your Executive Coach Will Increase Understanding of the Bigger Picture – Rank and file usually think in micro terms so as a supervisor, you must start training your team members to see the bigger picture. This not builds teamwork but could also bring out the potential of each member of the team. It also highlights the supervisor's leadership skills.

Your Executive Coach Will Force You to Stand Tall – Many supervisors are promoted from within. In most instances, there may be a personal bond existing between leaders and members. Difficult as this may be, supervisors need to separate their personal relationships from their business ones and take a stand based on company policies and right business ethics. An executive coach can assist leaders with this important transformation.

Unless a supervisor is able to uphold his leadership obligations from colleague to supervisor, there will be rank issues among the team members. Even if top management never hears issues upsetting the work environment, an employee who is displaying poor management skills is a grave risk to destroying the entire team's proficiency. Here are some signs of poor management skills that supervisors must be willing to correct. These include:

- Missed deadlines
- Late deliveries
- Poor quality leading to increase in expenditures
- Miscommunication within the department, team, and among different departments within the business

Fortunately, a supervisor can request assistance in dealing with these issues through leadership seminars, executive coaching and mentoring. By asking for help, supervisors demonstrate that they have the initiative and drive to be the type of leader they were hired to be.

In conclusion, executive coaching helps leaders become stronger. It provides them with the leadership skills they need and encourages them to reunite divided workers, see the bigger pictures and stand taller. Once they do this, they will soar high!