

While the conceptual literature on identity and conflicts has moved in this alternative direction, conflict resolution practice continues to rely on realist frames and acts as an unwanted agent in international relations. Perpetuation of conflict discourses, marginalization, and exclusion of affected populations are widespread. They are caused by the overreliance of conflict resolution on binary frames of classic IR paradigms and also by the competitive and hierarchical relationships within the field. Philip Gamaghelyan relies on participatory action research and collective action to expose patterns of exclusion and marginalization as well as the paradoxical reproduction of conflict-promoting frames in current conflict-resolution practice applied to the Nagorno-Karabakh crises. He builds on the work of postmodernist scholars, on reflective practice, and on discourse analysis to explore alternative and inclusive strategies with a transformative potential. This has dominated policymaking is only one possible lens, and often a deficient one, for defining, preventing, or resolving contemporary conflicts wrapped in identity politics. Other conceptual lenses to rethink our understanding of identity and conflicts and reconstruct them as performative and not static phenomena. These transformative frameworks are increasingly influential in the field and can be applied to policymaking.

Creativity and Conflict Resolution 2021 This book explores how creative ways of resolving social conflicts emerge, evolve, and subsequently come to be accepted or rejected in inter-group contexts. Creativity and Conflict Resolution explores a subject with which political communities involved in social conflict have always grappled: creative ways of imagining and actualizing visions of peace. This is an ambitious question, which concerns human communities at many different levels, from families, regional-independence movements, and national governments, to inter-state alliances. The author argues that unconventional viability lies at the heart of creativity for transcending seemingly intractable inter-communal conflicts. More specifically, conflict resolution creativity is a social process, whereby actors involved in a given social conflict learn to formulate an unconventional resolution option or procedure. Demystifying the origin of unthinkable breakthroughs for conflict resolution. Illuminating theories of creativity based on 17 international case studies, this book will be of much interest to students of conflict resolution, peace and conflict studies, human security and international relations. The author is an Associate Professor of Peace and Conflict Transformation at the SIT Graduate Institute in Vermont, USA. He has a PhD in Conflict Resolution from George Mason University, Washington, DC, and extensive practical experience in the field.

Culture & Conflict Resolution 2021 After years of relative neglect, culture is finally receiving due recognition as a key factor in the evolution and resolution of conflicts. Unfortunately, conflict resolution theorists and practitioners of conflict resolution speak of culture, they often understand and use it in a bewildering and unhelpful variety of ways. With sophistication and lucidity, "Culture and Conflict Resolution" exposes these shortcomings and proposes an alternative conception in which culture is seen as dynamic and derivative of individual experience. The book explores divergent theories of conflict and differing strategies that shape the conduct of diplomacy, and examines the role that culture has (and has not) played in conflict resolution. The author is as forceful in critique as he is dismissive or dismisses culture's relevance as he is trenchant in advocating conflict resolution approaches that make the most productive use of a coherent concept of culture. In a lively style, the author shows both scholars and practitioners not only to develop a clearer understanding of what culture is, but also to take that understanding and incorporate it into more effective conflict resolution practice. **DIY Mediation** 2021 "If every HR professional were to read this book and apply what they learnt I'd be out of a job - and I'd be happy. Why? Because workplace conflict would no longer be a damaging business or harming people." This was the motivation for Marc, a professional mediator, in writing this book - to create a practical conflict resolution toolkit for HR. **DIY Mediation** provides a necessary skills and framework to use a mediation style approach to nip low level workplace conflict in the bud. This book covers: The Issue. The critical knowledge needed to understand why it matters and how to recognise it. The Skills. The four key skills to apply when using DIY Mediation supported by straightforward, practical tools. The Process. The AGREE framework, a step-by-step mediation model you can follow to intervene quickly and effectively. Marc's 25 years corporate management and HR experience and successful mediation track record combine in this book to provide the essential know-how for every HR professional. In top HR Director Martha Desmond's words this book is a "valuable resource which I will keep in my office library to be consulted on a frequent basis."

Conflict Resolution and Global Justice 2020 This book examines how the different normative foundations of conflict resolution held by various global actors, their understandings of justice, and differences between types of conflict influence the varying means by which conflicts can be prevented, managed, and ultimately resolved. By combining insights from political theory, conflict resolution, and European Union (EU) foreign policy studies, the book identifies the EU as the key case of a conflict manager that is both a product and a defender of a global liberal order. It focuses on the EU's approach to conflict resolution that pose their own sets of both normative and empirical dilemmas: resolving border disputes; strengthening the resilience of weak or divided states and societies after intervention in humanitarian crises. Furthermore, it offers a comparative analysis between a potentially distinctive European approach and that of other global actors and reflects critically on the EU's policy practice may not always reflect a concern for justice, asking what countervailing forces prevail and why. This book will be of key interest to scholars and students in European and international relations studies, Conflict Resolution, War Studies, EU Foreign Policy Political Theory, International relations as well as policymakers.

Changing the Conversation 2021 The seventeen key principles for transforming conflict—in a beautiful package from the creator of *The 48 Laws of Power*, *The 33 Strategies of War*, and *The Art of Seduction*, comes this invaluable manual that teaches seventeen fundamental principles for resolving conflict into an opportunity for growth. Beautifully packaged in a graphic, two-color format, *Changing the Conversation* is written by conflict expert Dana Caspersen and is filled with real-world advice, and easy-to-grasp exercises that demonstrate transformative ways to break out of destructive patterns, to create useful dialogue in difficult situations, and to find long-lasting solutions. Sure to claim its place next to *Getting to Yes*, this guide will be a go-to resource for resolving conflicts.

Dictionary of Conflict Resolution 2021 An essential, comprehensive resource, this first and only dictionary for the field of conflict resolution defines 1,400 terms, helps to standardize terminology, and provides an intelligent forum for debate.

Business, Conflict Resolution and Peacebuilding 2020 *Business, Conflict Resolution and Peacebuilding* examines the actions currently being taken by businesses in areas of violent conflict resolution, and explores how they can make a significant contribution to the resolution of violent conflicts through business-based peacebuilding. This book combines two approaches to provide a new look at the current state and future of business-based peacebuilding. It marries a detailed study of documented peacebuilding activities with a map of the possibilities for future business-based peacebuilding and pragmatic suggestions for business leaders, conflict resolution practitioners, and peacebuilding organizations. The use of the label 'business-based peacebuilding' is new and signifies a shift in perspective that takes beyond simple legal compliance or making changes to avoid creating a conflict. Although business-based peacebuilding is new, examples are included from around the world to illustrate how, in practice, businesses have a strong contribution to make to the creation of peaceful societies. The book advocates pragmatic peacebuilding, which is not overly concerned with cause-driven peacebuilding. Instead, pragmatic peacebuilding encourages an examination of what is needed in the conflict and what can be provided. This approach is free of some of the ideological baggage of traditional peacebuilding and allows for a much wider range of participants in the peacebuilding project. This book will be of much interest to students of peace studies, conflict resolution, international security and international relations, as well as to practitioners and business leaders. Derek Sweetman is Dispute Resolution Director for Better Business Bureau in Washington, DC and Instructor at New Century College, Georgia, USA.

The Anatomy of Peace 2022

The Conflict Resolution Toolbox 2022 In real-life conflict resolution situations, one size does not fit all. Just as a mechanic does not fix every car with the same tool, the conflict resolution practitioner cannot hope to resolve every dispute using the same technique. Practitioners need to be comfortable with a wide variety of tools to diagnose different problems, in vastly different circumstances, and resolve these conflicts effectively. The Conflict Resolution Toolbox gives you all the tools you need: eight different models for dealing with the many conflict situations you encounter in practice. This book bridges the gap between theory and practice and goes beyond just one single model to present a complete toolbox - a range of models that can be used to analyze, diagnose, and resolve conflict in any situation. It shows mediators, negotiators, managers, and anyone needing to resolve conflict how to simply and effectively understand and assess the situations of conflict and to take the next step further, offering specific, practical guidance on how to intervene to resolve the conflict successfully. Each model provides a different and potentially useful angle on the problem, and a step-by-step process to guide the reader in applying the tools. Offers eight models to help you understand the root causes of any conflict. Explains each model's focus, what kind of conflict it is useful in and, most importantly, what interventions are likely to help. Provides you with clear direction on what specific actions to choose to resolve a particular type of conflict effectively. Includes a case study throughout the book, to which each model is applied. Additional examples and case studies unique to each chapter give the reader a further chance to see the models in action. Includes worksheets that you can use in working with these models in your practice. The Conflict Resolution Toolbox equips any practitioner to resolve a wide range of conflicts. Mediators, managers, supervisors, insurance adjusters, social workers, human resource and labour relations specialists, and others will have all the tools they need for successful conflict resolution.

Mediating Dangerously 2022 Sometimes it's necessary to push beyond the usual limits of the mediation process to achieve deeper and more lasting change. *Mediating Dangerously* shows how to go beyond technical and traditional intervention to the outer edges and dark places of dispute resolution, where risk taking is essential and fundamental change is the desired result. It means looking beneath the surface, challenging comfortable assumptions, and exploring dangerous issues such as dishonesty, denial, apathy, domestic violence, grief, war, and slavery in order to reach a transformative change. *Mediating Dangerously* shows conflict resolution professionals how to advance beyond the traditional steps, procedures, and techniques of mediation to unveil its soul and to reveal the subtle and sensitive engine that drives the process of personal and organizational transformation. This book is a major new contribution to the literature of conflict resolution and will inspire and educate professionals in the field for years to come.

Getting to Zero 2019 The relationship teacher, coach, and founder of The Relationship School reveals the origins of conflict styles, how to stop avoiding difficult conversations, and how to resolve conflict in our most important relationships. Conflicts in our closest relationships are scary because so much is at stake. If the conflict doesn't go well, we could lose our marriage, our family, or our connection to our most important relationships. So we do just about anything not to lose those relationships, including avoid conflict, betraying ourselves or becoming dishonest. Unresolved conflict is a threat to our lives, from self-confidence to physical and mental health. Jason Gaddis is a personal trainer for relationships and one of the world's leading authorities on interpersonal conflict. For decades, Gaddis has helped individuals, couples, and teams get to the bottom of their deepest conflicts. He helps people see the wisdom in conflict and how to get to zero—which means working through our conflict and have nothing in the way of a good connection. In *Getting to Zero*, Gaddis shows the reader how to stop running away from uncomfortable conversations and to work through them. Through funny personal stories, uncomfortable examples, and effective tools and skills, he shows the reader how to move from disconnection to connection, acceptance, and understanding. This method upgrades the old tired and static conflict resolution approaches and offers a fresh, street-level, user-friendly road map on exactly how to work through conflict and take care most about.

Narrative Mediation 2022 In this groundbreaking book, John Winslade and Gerald Monk -- leaders in the narrative therapy movement--introduce an innovative conflict resolution paradigm. This revolutionary departure from the traditional problem-solving, interest-based model of resolving disputes. The narrative mediation approach encourages the conflicting parties to tell their part of the conflict and reach resolution through a profound understanding of the context of their individual stories. The authors map out the theoretical foundations of this new approach to conflict resolution and show how to apply specific techniques for the practical application of narrative mediation to a wide-variety of conflict situations.

Global Conflict Resolution Through Positioning Theory 2020 Readers find here a volume that applies positioning theory in order to achieve a fuller and more in-depth understanding of conflict resolution and its psychological resolution. Positioning theory is the study of the nature, formation, influence and ways of change of local systems of rights and duties as shared assumptions about their interactions. This book will thus be of interest to social psychologists and anyone interested in the development and applications of positioning theory.

The EU and Conflict Resolution 2020 Through the study of five ethno-political conflicts lying on or just beyond Europe's borders, this book analyzes the impact and effectiveness of EU action on conflict resolution. Conflict resolution features strongly as an objective of the European Union's foreign policy. In promoting this aim, the EU's geographical focus has rested primarily in the Balkans, the Middle East, and the Caucasus. Taking a strong comparative approach, Nathalie Tocci explores the principal determinants of conflict dynamics in Cyprus, Turkey, Serbia-Montenegro, and Georgia in order to assess the impact of EU contractual ties on them. The volume includes topical analysis based on first-hand experience, in-depth interviews with all the relevant actors in ongoing conflict areas in the Middle East, the Eastern Mediterranean, the Balkans and the Caucasus. This revealing study shows that the gap between EU potential and effectiveness of its action lies in the manner in which the EU collectively chooses to conduct its contractual relations. The EU and Conflict Resolution will be of interest to all readers who wish to acquire an excellent understanding of the EU's role in conflict resolution.

impact on conflict contexts and will appeal to scholars of European politics, security studies and conflict resolution.

The SAGE Handbook of Conflict Resolution 2022 The SAGE Handbook of Conflict Resolution demonstrates the range of themes that constitute modern conflict resolution. It brings out methods and dilemmas through original contributions by leading scholars in a dynamic and expanding field of inquiry. This handbook is exactly what it sets out to be: an indispensable tool for research and practice in conflict resolution? - Peter Wallensteen, Professor of Peace and Conflict Research, Uppsala University and University of Notre Dame ?Bercovitch, Kremenyuk and Zaitseva are the most important figures in the conflict resolution field. They have pieced together, with the help of more than 35 colleagues from numerous countries, a state-of-the-art review of the conflict, available methods of conflict management, and the most difficult challenges facing the individuals and organizations trying to guide us through these conflict-ridden times. The contributors offer penetrating insights, trenchant analyses, compelling cases, and disciplined speculation. They help us understand both the promise of as well as the obstacles to theory-building in the field of conflict resolution? - Lawrence Susskind, Professor and Director of the MIT - Harvard Public Disputes Program ?The last three sentences of this persuasive book: "We conclude this volume more than ever that conflict resolution is not just possible or desirable in the current international environment. It is absolutely necessary. Resolving conflicts and making peace is no longer an option; it is a practical skill that we must all possess." If you are part of that "we," intellectually or professionally, you will find this book a superb companion? - Thomas C Schelling, Professor Emeritus, Harvard University and University of Maryland Conflict resolution is one of the fastest-growing academic fields in the world today. Although it is a relatively young discipline, having emerged as a specialized field, it has rapidly grown into a self-contained, vibrant, interdisciplinary field. The SAGE Handbook of Conflict Resolution brings together all the conceptual, methodological and substantive elements of conflict resolution into one volume of over 35 specially commissioned chapters. The Handbook is designed to reflect where the field is today by drawing on the contributions of experts from different disciplines in a systematic way, the most recent research and practice. Jacob Bercovitch is Professor of International Relations, and Fellow of the Royal Society, at the University of Canterbury in Christchurch, New Zealand. Victor Kremenyuk is deputy director of the Institute for USA and Canada Studies, Russian Academy of Sciences, Moscow. He is also a research associate at IIASA. I. William Zartman is Blaustein Professor of Conflict Resolution and International Organization at the Nitze School of Advanced International Studies of Johns Hopkins University

Natural Conflict Resolution 23 2019 "Filippo Aureli and Frans De Waal have succeeded in cross-fertilizing fields as disparate as ethology and medieval law to create a rich new field of research in conflict resolution. It makes one see conflict resolution among humans through a new and fascinating lens. This is a landmark contribution!"—William Ury, co-author *Getting to YES*, author of *Getting to Peace*

Conflict Resolution 29 2020 Successful management depends on the ability to quickly and effectively manage conflicts. Conflict Resolution includes hands-on information for effectively managing conflicts with employees, disciplining and even terminating employees, understanding and using organizational politics, and more.

Working With You is Killing Me 30 2019 Two well-respected management experts deliver an authoritative manual that provides valuable insights for turning conflicts in the workplace into positive working relationships. The toughest part of any job is dealing with the people around you. Scratch the surface of any company and uncover a hotbed of emotions—people feeling anxious, angry at co-workers, and misunderstood by management. Now, in *WORKING WITH YOU IS KILLING ME*, readers learn how to "unhook" from these emotional pitfalls and gain valuable strategies for confronting workplace conflicts in a healthy, productive way. They'll discover how to: Manage an ill-tempered boss before he or she explodes Defend themselves against idea-pilfering rival employees all the credit Detach from those annoying co-workers whose irritating habits ruin the day And much, much more.

The Big Book of Conflict Resolution Games: Quick, Effective Activities to Improve Communication, Trust and Cooperation 08 2020 Make workplace conflict resolution a game that EVERYBODY wins! Recent studies show that typical managers devote more than a quarter of their time to resolving coworker disputes. The Big Book of Conflict-Resolution Games offers a wealth of activities for groups of any size that let you manage your business (instead of managing personalities). Part of the acclaimed, bestselling Big Books series, this guide offers step-by-step directions and exercises that empower you to heal rifts arising from ineffective communication, cultural/personality clashes, and other specific problem areas—before they affect your organization's bottom line. Let The Conflict Resolution Games help you to: Build trust Foster morale Improve processes Overcome diversity issues And more Dozens of physical and verbal activities help create a safe environment for resolving several common forms of conflict—and their resolution. Inexpensive, easy-to-implement, and proved effective at Fortune 500 corporations and mom-and-pop businesses alike, the exercises in The Conflict-Resolution Games delivers everything you need to make your workplace more efficient, effective, and engaged.

International Dispute Resolution 25 2019 This volume considers the application of dispute resolution theory and practice to international conflicts and explores the uses of formal processes of dispute resolution, diplomacy or treaty formation, as well as more informal processes such as multiple-track private negotiations or peace workshops. The volume also presents materials on more innovative processes of transnational or sub-national conflict resolution, such as transitional and restorative justice institutions and processes, both formal (truth and reconciliation commissions) and indigenous (Rwandan gacaca). The articles are selected from both public and private international law settings and query whether universal principles of multi-national dispute resolution are possible. Conflict is likely to be sui generis or requiring deep contextual analysis and integrity. They also explore the dialogic, as well as dialectical, relationships in the development of conflict resolution practice in multi-cultural and multi-disciplinary settings and show that the application of dispute resolution theories from multiple sources and cultures (both Western and Eastern, as well as Southern) to multiple sites of conflicts (including courts, tribunals and other forms of dispute resolution at different levels and from multiple jurisdictions) raises important dilemmas of universalism in international conflict resolution.

Getting to Yes 08 2020 This is the second, greatly expanded edition of one of the world's most successful books on negotiation. 'Getting to Yes' offers powerful principles to guide real-world negotiation.

The Handbook of Conflict Resolution 25 2022 The Handbook of Conflict Resolution, Second Edition is written for both the seasoned professional and the student who wants to deepen their understanding of the processes involved in conflicts and their knowledge of how to manage them constructively. It provides the theoretical underpinnings that throw light on the fundamental social psychology of conflict involved in understanding and managing conflicts at all levels—interpersonal, intergroup, organizational, and international. The Handbook covers a broad range of topics including information processing, negotiation and competition, justice, trust development and repair, resolving intractable conflict, and working with culture and conflict. Comprehensive in scope, this new edition includes chapters that explore emotion, gender, and personal implicit theories as they relate to conflict.

Cultures of Conflict Resolution in Early Modern Europe 06 2020 Disputes, discord and reconciliation were fundamental parts of the fabric of communal living in early modern Europe. This edited volume presents essays on the cultural codes of conflict and its resolution in this period under three broad themes: peacemaking as practice; the nature of mediation and arbitration; and the role of religion in conflict. Through an exploration of conflict and peacemaking, this volume provides innovative accounts of state formation, community and religion in the early modern period.

Conflict Management and Resolution 07 2022 Conflict Management and Resolution provides students with an overview of the main theories of conflict management and conflict resolution and how to respond to the complex phenomena of international conflict. The book covers these four key concepts in detail: negotiation, mediation, facilitation, and reconciliation. It examines how to proactively manage conflict and eventually resolve various types of conflict that originate from inter-state and inter-group competition, and expands the existing scope of conflict.

The Big Book of Conflict Resolution Games: Quick, Effective Activities to Improve Communication, Trust and Cooperation 08 2020 Make workplace conflict resolution a game that EVERYBODY wins! Recent studies show that typical managers devote more than a quarter of their time to resolving coworker disputes. The Big Book of Conflict-Resolution Games offers a wealth of activities for groups of any size that let you manage your business (instead of managing personalities). Part of the acclaimed, bestselling Big Books series, this guide offers step-by-step directions and exercises that empower you to heal rifts arising from ineffective communication, cultural/personality clashes, and other specific problem areas—before they affect your organization's bottom line. Let The Conflict Resolution Games help you to: Build trust Foster morale Improve processes Overcome diversity issues And more Dozens of physical and verbal activities help create a safe environment for resolving several common forms of conflict—and their resolution. Inexpensive, easy-to-implement, and proved effective at Fortune 500 corporations and mom-and-pop businesses alike, the exercises in The Conflict-Resolution Games delivers everything you need to make your workplace more efficient, effective, and engaged.

The Conflict Resolution Toolbox 09 2021 Learn to effectively resolve conflict the way that works best for you When it comes to real-world conflict resolution, one size does not fit all. In the real world especially, it's critical for individuals to be prepared for a variety of situations and to know what tools and techniques can be used to settle disputes and disagreements in a way that meets all parties' needs. The Conflict Resolution Toolbox shows mediators, negotiators, managers, and professionals at all levels how to simply and effectively assess conflict situations and choose the best way to resolve the issue in a meaningful way. Understand the why behind the conflict and how it can be resolved Recognize the unconscious judgements and biases that are obstacles to conflict resolution objectively and from multiple viewpoints Learn how the latest neuroscience and behavioral economics research plays a role in conflict resolution With over 25 years of experience in negotiation, and conflict resolution, author Gary T. Furlong brings to light the intrinsic habits and interpretations that can unwittingly surface and lead to further tension during times of conflict. This timely update to The Conflict Resolution Toolbox marries theory and practice and is a hands-on guide to understanding the root of conflict and selecting the simple strategies for addressing conflict scenarios that individuals routinely face in the workplace and in life. Conflict may be unavoidable, but resolution is within reach with the invaluable guidance and techniques found in The Conflict Resolution Toolbox.

Alternative Approaches in Conflict Resolution 06 2020 This edited volume brings together alternative and innovative approaches in conflict resolution. With traditional military intervention receding, leading to the transformation of entire regions into zones of instability and violence (Afghanistan, Iraq, Libya, Syria), the study of alternative and less violent approaches to conflict resolution is imperative. Four approaches are presented here: negotiation, religion and gender, reconciliation and forgiveness, and the arts. This volume contains the insights and experiences of fourteen renowned scholars and practitioners from different contexts. Can forgiveness help heal relationships in post-apartheid South Africa? How can art assist dealing with 'unrememberable' events like genocide in Rwanda? What transformational resources do women offer in contexts of massive human rights violations? The aim here is twofold: to provide and encourage critical reflection on the approaches presented here and to explore concrete improvements in conflict resolution strategies. In its interdisciplinary and international outlook, this work combines the tried-and-tested approaches of conflict resolution experts in academia, NGOs and civil society, making it an invaluable tool for academics and practitioners alike.

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