

Conflict: Power Problems, Power Possibilities

Interactive Workshop with Case Study Analysis

Learn about the Nuances of Power to Inform and Enrich your Practice | February 15, 2024, 12pm – 2pm | 4 CEE Points

How parties use power impacts how challenging conflict is to transform. Ethical use of power is essential to negotiating well, but dysfunctional use of power is common. As a mediator, the first step in supporting people to use power equitably and ethically is understanding the subtle ways power is used and avoided, both constructively and destructively. This workshop will introduce a model of social and personal power created by Arnold Mindell of the Process Work Institute, and offer tools for its application in mediation, conflict coaching or workplace restoration. This online workshop will be interactive, with case study analysis and discussion.

- ✓ Learn an effective model for understanding the kinds of power people access in conflicts.
- ✓ Understand how people's tendencies to access power or avoid power impact a conflict in positive or negative ways.
- ✓ Apply power framework to a complex case study involving team conflict.



Participants will learn from subject matter expert, Brook Thorndyraft MA, B.Ed, Q.Med, SEP (she/they)

Brook Thorndyraft has over 15 years' experience in conflict transformation, organizational change, adult education, and relational leadership. She supports leaders to build emotional intelligence, navigate conflict, manage change, and understand their use of power, and support organizations through mediation, workplace restoration, culture change, and trainings such as her popular course Generative Conflict: Leadership Skills for Healthy Workplaces. Brook brings a combination of cognitive, embodied, and creative approaches rooted in conflict transformation, popular education and group process, systems theory, mindfulness, Deep Democracy®, and Somatic Experiencing® to address patterns that prevent meaningful change.

Registration

(Includes access to the live session, workshop materials, plus recording link for on-demand streaming.)

ADRIO Member, \$50

ADRIC Affiliate Member, \$65

Non-Member, \$85

Praise for Brook Thorndyraft from a workshop participant and coaching client:

I first met Brook at a workshop she hosted about Preparing for Difficult Conversations. It made a lasting impression on me, both the skills and techniques I learned, but also the masterly way she facilitated the group and workshop content. Since then, I've been a participant in various sessions that Brook's facilitated. She is especially talented at welcoming engagement from participants and transforming it into learning. Her personal examples always feel both revealing and vague enough that I/we could apply them to our own challenges.

Register: www.adr-ontario.ca/PowerWorkshop