

**17.10.2024, 9:30-17:00**

Dr. Neela Enke

## **Workshop „Conflict management: Constructively managing conflicts in science“**

**Venue:** Humboldt-Kabinett, Rudower Chaussee 25, 12489 Berlin, 1<sup>st</sup> floor

Conflicts in research organisations are manifold: e.g. between members of different status groups (administration vs. research personnel, technical assistant vs. PhD candidates), the delimitation of one's own (research) interests, dealing with competitive situations or the negotiation of working conditions. The formal and informal (evaluation) interdependency between conflict parties also plays an important role. Group (e.g. gender) specific attributions on conflict behaviour can also influence conflict dynamics.

How to develop a clear, goal-oriented conflict behaviour that at the same time is respectful? This workshop challenges popular views of conflict and presents a positive understanding of conflictive processes. It brings participants in contact with their already existing resources for conflict solving and shows how to use these actively to influence difficult situations positively. Furthermore, it is discussed how to address conflicts in a constructive manner and how to communicate and act professional when in conflict. The workshop provides a platform to discuss and try out different strategies taking examples and individual experiences of the participants into account. Through trainer input, guided self-reflection and discussion, participants will work to build their confidence for these future challenges.

### **Content in brief:**

- The basics of conflict management
- Conflict analysis, handling and consequences
- Conflict and escalation dynamics
- Discovery and professional use of individual solution resources
- Professional communication in difficult situations
- Dealing with hierarchy and dependence

### **About the trainer**

Dr. Neela Enke holds a doctorate in Biology and has over 10 years experience as a researcher and leader in several European research institutions. She is also a coach for PhD students, Postdocs, university employees and teams. As a trainer she offers workshops on career development in Science as well as diversity and conflict management. She is also a trained mediator with a focus on conflicts in research organisations (<http://www.scienza-berlin.de/>).

The event is aimed at PhD candidates and postdocs, max. 12 participants.

**[Please register by 9.10.2024](#)**