Communication ePortfolio Jenna Lejano

COMM 351 ePortfolio Part 2

Old Dominion University

I imagine that I work for a Communication Consulting Firm where I am the Conflict Management Expert. The company is one of the three organizations asked to bid on a contract to conduct a conflict management training for a client. There are many conflicts in the workplace. The conflicts are a vital part of meaningful personal and professional relationships. Conflicts in the workplace can bring many issues to the surface which identify problems in process. There are many terminology conflicts within the workplace that include Scarce Resources, Incompatible Goals, Accommodations, Avoidance, Collaboration, Competition, Compromise, Power, and Conflict Management in Organizational Settings. In the workplace, there can be scarce resources. The conflicts that occurs between the parties who can perceive that is incompatible within their needs, goals, and ideas. There are many personnel, time, and funding. The goal of this paper is to portray how well the company is suited to conduct the training.

There are many challenges that are brought to the workplace. Not everything that happens in the workplace is perfect. Knowing the conflicts in the workplace, there are many ups in downs in the labor work areas. There are many conflicts that happen every day at every job in the world today. There are many types of conflict that are likely. There are there styles of conflicts including Interpersonal Conflict, Intragroup Conflict, and Intradepartment Conflict. The interpersonal conflict is a basic type of conflict which occurs between two or more parties. It can include a relational or organizational issue. I have experienced many interpersonal conflicts before at my first job. I worked at the Kroc Center in Norfolk, VA and there were many conflicts of miscommunication between two or more parties. In the Intragroup there are conflicts between members of the same group within a specific organization. It can be relational, topical, or procedural. Lastly, the Interdepartmental Conflict, the label is used for the conflict between the groups of the same organizations. It might be relational, procedural, or topical as well. The management training benefits is an organization. All of the temporary workers are a part of the quickly expanded work industry. As mentioned in the article, the observations of the industry practice and the workers always receive the directives of the agencies. There are many clients that have a contract for their own specific labor. Temporary workers are a part of the challenges that are brought to the workplace. The leading virtual project teams shows that there are many challenges within the management environment poses to the traditional methods. In the 21st century, there has been many challenges to the traditional workplaces. For example, the global pandemic has been forced. There was a bunch of strain in the advancement from working from home and telework. All the individuals that do not show of having any background or training show themselves in the style of environment of virtual work. I have researched an article called, “Opportunities and Challenges of Workplace Diversity: Theory, Cases and Exercises (Third Edition).” It is very important to have a diverse workplace so that it can be a great business opportunity. There are complexities that have been managed successfully. Being diverse in a workplace shows that it is encouraging and engaging in open dialogue. The writer of the article wants and hopes for their readers to become more effective and responsible with the members. Working for a Communication Consulting Firm, you would need to have a diverse workplace and have a good background of training to show themselves with the style of the environment. It is very important to have a vital part of meaningful personal and professional relationships. You should handle the conflicts constructively. In the modules in our lessons, negotiation occurs heavily when two or more parties that discuss specific proposals to find a mutually acceptable agreement. There are many orientations such as Win-lose orientation, Lose-lose orientation, Compromise, and Win-win orientation. The Communications company is preparing to negotiate by clarifying the interests and needs, considering the best time to discuss, and preparing the statement. Conductions of the negotiations include identifying the needs of both parties, brainstorming the possible solutions, and evaluating the alternative solutions. Lastly, bargaining entails that the similar compromises.

The conflicts within management training is shown that you are proposing. Within the company of the Communication Consulting Firm there will be organizational ways to make the workplace a better place. I would be the Conflict Management Expert. Being in this role would make me be in charge of making sure everyone is in order and there are no conflicts. The structure of the training should include managing the consulting industry fully to the best of its ability. As said in the article, “The article begins by putting management consulting into context by relating it to three other fields of management consulting into context by relating it to three other fields of management: practice, education and publishing, pointing out how their interaction furthers the diffusion of management ideas.” The article does say and provide that there is an overview of the development of the managing consulting. With myself working at the Communication Consulting Firm, I would make this very organized and structured. There are many factors that are governed in the conflict style. Consider avoiding includes when there is an issue, the genuinely trivial or when more important issues are pressing. The consider accommodating is portrayed when the issue is more important, the other party is not important to you. The building of the social credits has been for later issues. The considering of the competing quickly decisive actions is very vital. For example, the emergencies is a very quick decisive action. There are many important issues where the unpopular actions are in serious need by implementing. For example, the unpopular actions are cost cutting and enforcing the unpopular rules. The considering of the competition has many advantages of your noncompetitive behavior. There are a lot of collaborations including to find solutions when both of the parties are concerned to be compromised. For example, when a long-term has a relationship between the parties that is what makes it very important.

As a result, the conflicts that occurs between the parties who can perceive that is incompatible within their needs, goals, and ideas. There are many personnel, time, and funding. The goal of this paper is to portray how well the company is suited to conduct the training. However, imagining working in a Communication Consulting Firm where I am the Conflict Management Expert shows a high standard. There are a lot of positive attributes to working in a communications labor area. There are always going to be conflicts in a workplace. The most important thing is that you should make the most out of the situation within the conflicts. I strongly believe that the conflicts in the workplace can bring many issues to the surface which identify problems in process. Within the issues, there are many ways to make a workplace better throughout groups and communications. Communications is a great topic to be centered around. It helps the workplace run smoother to the best of its ability and it helps make the workplace flow even if there are conflicts.

References

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