

# LEADERSHIP

AT THE RIDGE

## Lead Coach Module 2 – Conflict Management

### Core Competency

Navigate conflict and team dynamics in a way that honors the individual and the team.

### Objective

To learn skills that will allow you to navigate tension within a team, without avoiding it or pushing it to the side.

### Assignments Overview

**Assignment 1** | Read James 4:1-12 and answer questions.

**Assignment 2** | Read the article “Tips and Tools for Healthy Conflict Resolution” by Mary Yerkes and answer the questions.

<https://www.focusonthefamily.com/get-help/tips-and-tools-for-healthy-conflict-resolution/>

**Assignment 3** | Read The Article “Five conflict management styles to improve your productivity” and answer the questions.

<https://matterapp.com/blog/5-conflict-management-styles-to-improve-your-productivity>

### Assignment 1

Read James 4:1-12

*What causes fights and quarrels among you? Don't they come from your desires that battle within you? <sup>2</sup> You desire but do not have, so you kill. You covet but you cannot get what you want, so you quarrel and fight. You do not have because you do not ask God. <sup>3</sup> When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures.*

<sup>4</sup> *You adulterous people,<sup>[a]</sup> don't you know that friendship with the world means enmity against God? Therefore, anyone who chooses to be a friend of the world becomes an enemy of*

God. <sup>5</sup> Or do you think Scripture says without reason that he jealously longs for the spirit he has caused to dwell in us<sup>[b]</sup>? <sup>6</sup> But he gives us more grace. That is why Scripture says:

*“God opposes the proud  
but shows favor to the humble.”<sup>[c]</sup>*

<sup>7</sup> Submit yourselves, then, to God. Resist the devil, and he will flee from you. <sup>8</sup> Come near to God and he will come near to you. Wash your hands, you sinners, and purify your hearts, you double-minded. <sup>9</sup> Grieve, mourn and wail. Change your laughter to mourning and your joy to gloom. <sup>10</sup> Humble yourselves before the Lord, and he will lift you up.

<sup>11</sup> Brothers and sisters, do not slander one another. Anyone who speaks against a brother or sister<sup>[d]</sup> or judges them speaks against the law and judges it. When you judge the law, you are not keeping it, but sitting in judgment on it. <sup>12</sup> There is only one Lawgiver and Judge, the one who is able to save and destroy. But you—who are you to judge your neighbor?

## Questions

1. In reading through the above scriptures, how does the bible show us how to treat others that we are in disagreement or conflict with?

## Assignment 2

Read the article “Tips and Tools for Healthy Conflict Resolution” by Mary Yerkes and answer the questions.

<https://www.focusonthefamily.com/get-help/tips-and-tools-for-healthy-conflict-resolution/>

## Questions

1. Have you ever faced conflict in your life, that like Pamela, came at the worst moment? How did you react/respond?

2. What steps would you need to take in past conflicts to not only honor, but preserve the relationship?

### **Assignment 3**

*Read The Article “Five conflict management styles to improve your productivity” and answer the questions.*

<https://matterapp.com/blog/5-conflict-management-styles-to-improve-your-productivity>

#### **Questions**

1. Identify a time when you avoided a person or project due to feelings of tension or conflict. Looking back, how might you have faced that conflict?
2. Which conflict management style is your go to style? How has this affected past instances of conflict in your leadership?
3. Which conflict management style are you the most fearful of? Why is that and what can you do to force yourself to use that style in the right circumstances?
4. Is the idea of leaning into conflict contradictory to or in-line with what you have been taught in the past? Explain.

## Leadership Takeaways

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

- 1.
- 2.