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Negotiation Strategies, (2007) Prentice  
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because it occurs in many different  
settings. The essence of conflict seems  
to be disagreement, contradiction, or  
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... temporary solution and conflict may resurface again in the course of time. Smoothing is more

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Conflict resolution is the process of resolving a dispute or a conflict by meeting at least some of each side's needs and addressing their interests. Conflict resolution sometimes requires both a power-based and an interest-based approach, such as the simultaneous pursuit of litigation (the use of legal power) and negotiation (attempts to reconcile each party's

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communication skills, and establishing a structure for management of conflict in organizational environment. This paper presents types of conflict describe the benefits and detriments of conflict and present the causes of conflict. Strategies are also presented to prevent and to effectively manage conflict.

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and recognize its values — provided,



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that is, they are properly aware of "conflict management" and the need to find a solution. Both conflict management and a satisfactory solution are easier to attain when it is accepted that what we normally call conflict is a complex, multi-dimensional phenomenon. It is not caused by "inadequate ...

## **CONFLICT AND CONFLICT MANAGEMENT IN ORGANIZATIONS: A ...**

"Each strategy has its own benefits; there is no right or wrong conflict management style," says Dr. Barbara Benoliel, a certified professional mediator and mitigation specialist and faculty member for the PhD in Human and Social Services program at Walden University. "Understanding how you instinctively respond to conflicts as well as having increased awareness of other management styles may help how you typically approach specific situations and lead to efficient and effective ...

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