

Seminar

“Negotiation & Conflict Management“

English or German | 2 days

Trainer: Dr. habil. Alexander Schiller



Venue:

Center for Materials Research (ZfM/LaMa)
of Justus Liebig University Gießen
Physics Building
Heinrich-Buff-Ring 16, 35392 Gießen
Seminar Room 437 (4th floor)

Date:

February 27, and
February 28, 2020
9:00 – 17:00

Target group:

max. 15 Ph.D. students or Postdocs from the research groups organized in the ZfM/LaMa

Setting: The workshop includes two full days (8 hours per day) with one trainer

Registration: via e-mail to Martin Güngerich (martin.guengerich@lama.uni-giessen.de)

PD Dr. Alexander Schiller
PD Dr. Daniel Mertens



„As scientists we focus on the results – as trainers we focus on the process!“

www.schillermertens.de





OBJECTIVES AND METHOD



Researchers at Uni Gießen are invited to develop advanced skills in negotiation and conflict management. Leading researchers should always try to improve their **communication** skills, understand **group dynamics**, enhance **conflict resolution competency**, practice dialogue **facilitation tools** in order to turn confrontation into constructive processes.

OBJECTIVES – To provide PhD students at ZfM/LaMa with an opportunity to build their understanding, skills and confidence in negotiation and conflict management in science. Take home messages are given as “Four Laws of ...”.

Dealing with demanding people

- Agree to defuse anger
- Empathize to start a dialogue
- Assure to show your commitment
- Inquire to move to problem-solving

Negotiation (Harvard principles)

- Separate people from the problem
- Focus on interests not on positions
- Invent the options for mutual gain
- Insist on using objective criteria

METHOD – A balanced and structured program of **interactive lectures**, challenging **activities** outside of the “comfort zone” and **review sessions** will provide a variety of first-hand learning situations allowing participants to identify and take away relevant lessons (e.g. with Practical Advice Cards: 52 pieces of advice “Conflict management and resolution”). Facilitators are **habilitated scientists and successful group leaders** in the natural sciences. They are “Certified Facilitators” with the concept of

www.thiagi.com, the world’s best concept in interactive learning. In addition, a comprehensive script (170 pages) for “Managing in Science” will be provided.



TOPICS

- Self-awareness and -management
- Communication strategies
- Active listening and empathy
- Feedback and listening
- Non-violent communication (M. Rosenberg)
- Four sides of a message & inner team (F. Schulz von Thun)
- Conflict management: prevention and resolution
- Conflict dynamics, clashing personality types
- Conflict mode instrument
- Conflict resolution roadmap: escalation and de-escalation
- Negotiation (Harvard principles)