

# Jo Bunker Training

## Course: Conflict Coaching for a Team

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### Who would benefit from Team Conflict Coaching?

- Any team (two or more people) where conflict or disputes have escalated and are having a negative and detrimental impact on the dynamics or performance of the team, other parties or the organisation.
- Team Coaching is also beneficial for recently merged teams, offices or departments. This course helps the new team to reorient, recognise and resolve conflict when it happens and appreciate the opinions and skills that make a diverse team effective.
- Team Coaching is a useful preventative tool – to enable teams to be able to recognise a healthy difference of opinion, and manage conflict that might arise in the future.

### Overview

Differing viewpoints, opinions and skills can make a team constructive and effective. Conflict arises when differences escalate into an unhealthy balance and have a negative and detrimental impact on the team and others.

Team coaching offers a constructive environment where a team can step back, identify challenging issues, examine conflict triggers and recognise the impact that conflict is having on team dynamics and performance. We introduce strategies to break the cycle of conflict, develop skills and tools to resolve conflict, and work with staff to improve communication and build cohesion.

### Focus and Benefits:

- Focused input from an experienced conflict specialist
- Learning designed around team members specific needs and level of experience
- An independent perspective to evaluate a difficult situation
- A confidential setting to reflect on tactics and skills for confronting conflict
- A focused environment to identify ways forward in learning
- How to seek and provide support from other members of staff
- How to work more effectively as a team
- Awareness of responses during and after a stressful event
- An opportunity to plan future steps to build on the learning

### Course Information:

Team coaching is designed around the specific needs of the team members and their conflict, as well as the needs of your organisation and the complexities of the specific situation.

Therefore the duration of the learning can vary from a few hours to a full day, and from a single workshop to team and individual coaching.

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