

# WORKING RELATIONSHIPS *and* CONFLICT RESOLUTION

## BUILDING HEALTHY WORKING RELATIONSHIPS

Unlock the potential for transformative outcomes by equipping adult stakeholders with the tools to foster healthier dialogue and achieve collective agreements. In educational systems, addressing conflict can often be sidestepped, leading to detrimental consequences for progress and relationships alike. Catalyst for Educational Change (CEC) boldly introduces a duo of dynamic training sessions designed to empower all educators—administrators, union leaders, teachers, support staff, and board members alike—to confidently navigate challenging conversations. Our comprehensive approach enables participants to transcend discord and transform difficult discussions into catalysts for meaningful progress. Join us in revolutionizing the educational landscape by embracing constructive dialogue and driving positive change.

## WORKING RELATIONSHIPS & CONFLICT RESOLUTION

With over 35 years of success, CEC has forged enduring partnerships and fostered collaborative alliances with stakeholders across the educational spectrum. We achieve this by employing a personalized and phased approach tailored to the unique needs of stakeholders.

### PHASE ONE

*Pre Survey and  
Baseline Information*

- Information is gathered through either staff surveys or staff focus groups
- Data is analyzed resulting in a written report and session to share findings

### PHASE TWO

*Staff Training*

- Up to 50 participants take part in two half-day training sessions.
- Understanding why a focus on working relationship matters
  - Determining the appropriate conflict resolution stance for the issue
  - Exploring the steps in effective Interest-Based Problem-Solving
  - Understand and practice the skills of dialogue
  - Apply the learning to real-world situations
  - Participants will leave with practical tools for creating a language and approach to strong working relationships

### PHASE THREE

*Targeted Conflict  
Resolution Application  
and Coaching/Mediation*

- Application of Training Fundamentals to Specific Group Needs
- Coaching/Mediation for Targeted Conflict Resolution
- Based on implementation need and staff configurations

### PHASE FOUR

*Post Survey and  
Survey Findings*

- Post Working Relationships Survey
- Recording or Presentation of Survey Findings

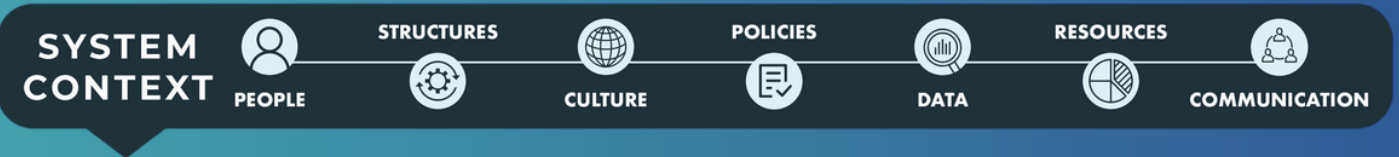
## DATA-DRIVEN TRAINING

During Phase One, survey data will be collected and analyzed, generating a confidential report accessible to faculty and administration to establish baseline measures. Additionally, a virtual Q&A session will provide participants with an opportunity to inquire and discuss perspectives on the results. These findings will inform the development of tailored Working Relationship tools integrated into two training sessions. A follow-up survey six months later will gauge progress in fostering positive working relationships, contributing to a healthier division culture and guiding any necessary subsequent initiatives.

## ABOUT CEC

We are committed to change management and that starts with identifying your unique strengths and areas for improvement.

CEC boldly partners with school systems nationwide to drive tangible, measurable transformation. Guided by a steadfast mission and visionary ethos, we employ a rigorous systems-oriented approach to foster collaborative cultures and institute equitable, evidence-driven practices. Our unwavering focus is on cultivating environments where both educators and students thrive, resulting in profound and lasting impacts on the entire educational ecosystem.



## THE CEC PROCESS

