

HANDEL GROUP

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Managing Conflict: Executive Relationship Resolution

Let's face it: sometimes executives don't get along. A CFO disagrees with a COO. A VP of Marketing secretly sends ideas straight to a CEO instead of working with the CMO.

Politics, gossip, and cover-ups in a company can monopolize time, hamstring capacity, and waste organizational resources.

HG offers a unique set of tools to address personal relationships in organizations and corporations. Not only do our coaches help guide the resolution of differences, we are equipped to sit down with people who are seemingly at odds, design a powerful shared vision for their relationship, and guide them back into alignment.

Why Relationship Resolution:

When two or more executives encounter conflict, the negative impact ranges from minor inefficiency to the demise of the company. Relationships among business leaders, divisions, or personnel are critical to an organization's success. When these relationships veer toward dysfunction, they undermine productivity and results. We not only specialize in bringing resolution to these relationships, but also address and heal the negative impact that these relationships may have caused among others. The outcome? Understanding, unity, and excitement about the future.

How it works:

At HG, we employ a three step approach in relationship resolution:

1. Each individual will engage in a series of private coaching sessions to unearth the root causes of the dysfunction, examine how they have contributed to the problem, and take accountability for their actions.
2. Both individuals will participate in a mediation session facilitated by a HG coach with the goal to design a shared vision of successful outcomes as partners, as opposed to adversaries. Both will have a clear set of actions and a system to hold them to accountability.
3. HG will engage in a series of 3-4 additional sessions per participant as follow up to ensure the success and maintenance of the new practices.

After engaging in relationship resolution, organizations report a marked difference in culture, group dynamics, and the bottom line.

Interested in relationship resolution? We have tailored solutions for you and your company. Email beth@handelgroup.com.

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