

Conflict Coaching

Our coaches support both individuals and organisations who perceive a potential conflict or feel in conflict and who want to regain freedom of thought and action.

For an **individual involved** in conflict, our coaches help you clarify the issues, position yourself differently in the conflict, initiate another relational dynamic, and this from an informed choice that takes into account what is important to you, the other (or others), the context and the reality in which you are, the means and resources you have or that you can activate.

For **professional third parties** (mediators, lawyers, group facilitators, coaches, consultants ...) , you sometimes encounter conflict situations that are difficult to manage, or that affect you. Our coaches help you to identify what is difficult and / or affected for you personally, to grow in consciousness and to be better equipped.

Our coaches also support any **collective and group** (families, associations, team, organisation) in the prevention and management of tensions, differences and conflicts. Our coaches help you to straighten out these tensions, identify the issues and difficulties, the interests of each person, think about how to deal with these difficulties in a constructive and enduring way. They support your reflection and implementation of conflict prevention systems specific to your collective or group. They support your adoption of these communication and conflict management/resolution tools so that you can prevent and manage tensions as they arise in the future.

Methodology

All support is confidential by definition. **pmr** coaches, who are experts in conflict prevention, management and resolution, help the person (or group of individuals) to become aware of the factors and disruptive elements of the relationship, to better communicate and clarify their expectations and goals, to change perspective and adapt behaviour to deal with difficulties both in the immediate and longer-term. They help you uncover the unseen structures and dysfunctional relationships that can undermine individuals, group dynamics and collectives. They propose:

- A preliminary meeting to identify the request and define the framework and objective of accompaniment, as well as the duration, frequency and type of support.
- The proposed methodology will depend on a number of factors that the coach will analyze with the person(s) concerned: the difficulties encountered, the causes and context, the people involved, the issues, the resources available and the needs.
- The coach will potentially draw on different approaches: the integrative mediation approach, Non-violent Communication, restorative circles, mentoring, problem-solving coaching, systemic constellations, role plays or other approaches best adapted to the person(s) involved and the nature of the problem.

Results

- Clarity on the issues and needs, strengthened capabilities, trust restored
- Facilitated communication and constructive dialogue
- Assertiveness and promoting a new relational dynamic



- Self-regulating dysfunctions within collectives and groups
- Prevention and autonomous management of conflicts and tensions
- Improvement of interpersonal skills