

Rotary

Midwest PETS



Midwest PETS 2025

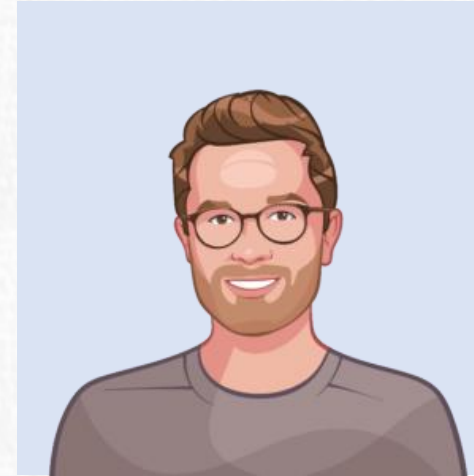
MANAGING CLUB CONFLICTS



Succession Planning in Rotary

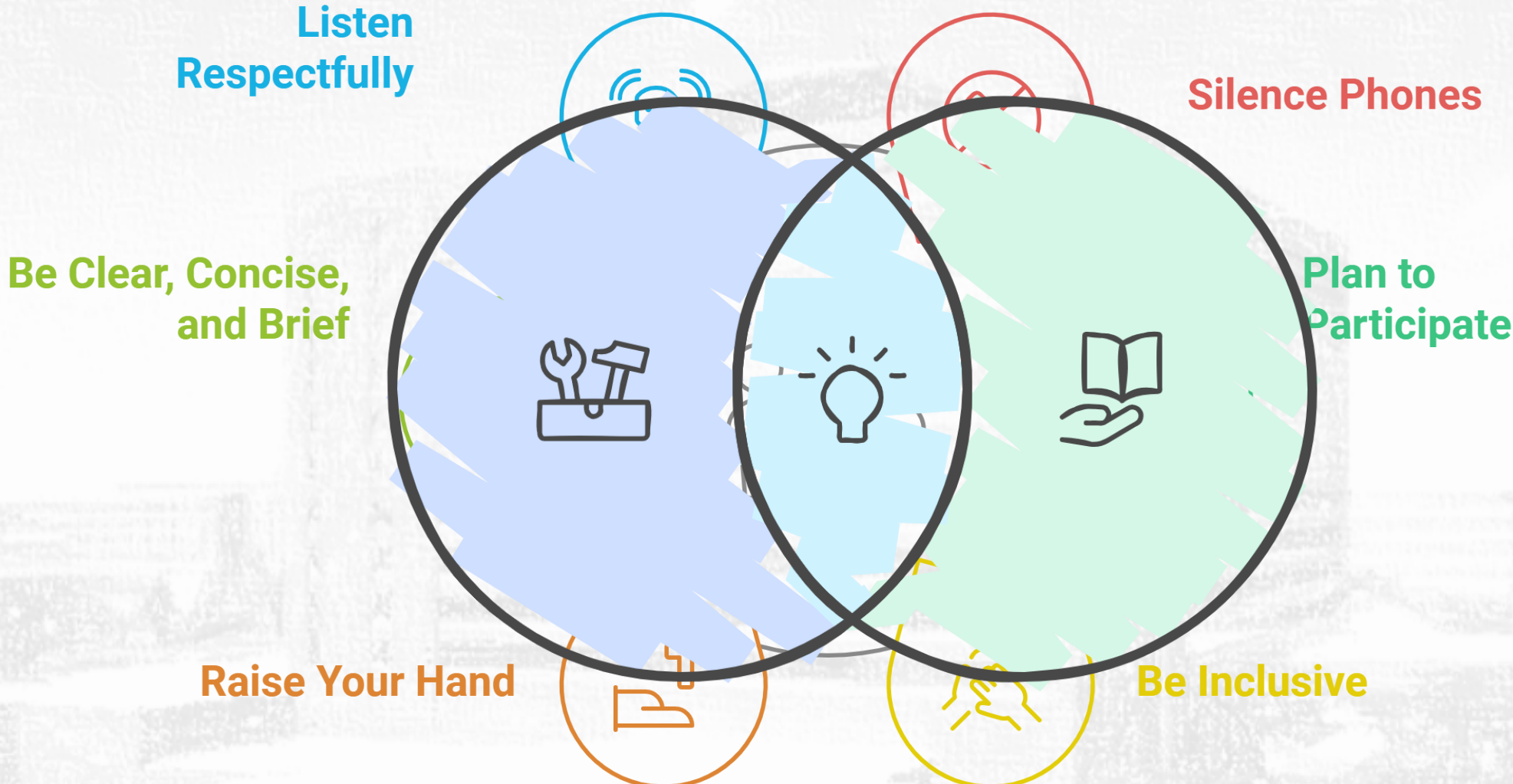


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Ground Rules



Defining Conflict

State of disagreement or argument between individuals or groups.

Situation in which one must choose between 2 or more needs.

Disagreement in which there are perceived threats to needs or interests.

Conflict

Management

vs.

Resolution

Dealing with it may eventually lead to resolution.

Working immediately on taking steps to solve it.

Conflict Perception

 **Negative**

Can be perceived as negative if it makes one feel uncomfortable.

vs.

 **Positive**

Can be positive as debates lead to better ideas and better outcomes.

The Goal of Conflict Resolution

What Are Some Causes Of Conflicts?

Poor
communication

Misunderstandings

Unclear
Expectations

Real or Perceived
Unfairness

Manipulative
Behavior

Harassment or
Bullying

Types Of Conflicts



Conflicts Management Strategies

Avoiding

Unassertive and Uncooperative

Accommodating

Unassertive and Cooperative

Compromising

Assertive and Cooperative

Competing

Assertive and Uncooperative

Collaborating

Assertive and Cooperative

What Factors Should Be Considered?

- **Significance of issue - What's at stake?**
- **Importance of the relationship**
- **Relative power of those involved - Is it unequal?**
- **Time constraints**
- **Relative importance of each party's desires**
- **Impact of one or more party's desires not being met**

Steps To Resolution

- 1. Identify the conflict and its source.**
- 2. Establish an outcome that everyone involved wants.**
- 3. Find ways to bring about the chosen outcome.**
- 4. Discuss barriers to the outcome.**
- 5. Agree on the best way to reach the outcome.**
- 6. Determine how everyone will uphold the solution.**

What Are Behaviors And Skills Helpful In Resolving Conflict?

Staying calm

Managing your emotions

Listening effectively

Speaking up and clearly expressing your own needs

Being tactful

Focusing on the problem - not the person

Focusing on the present and future - not the past

Being aware of nonverbal communication

View conflict as an opportunity for growth

Focus on specific issues without generalizing

Bias Awareness



Awareness is the Key!



**Conscious
(Explicit)**

vs.



**Unconscious
(Implicit)**

Case Studies

Task Conflict

Relationship Conflict

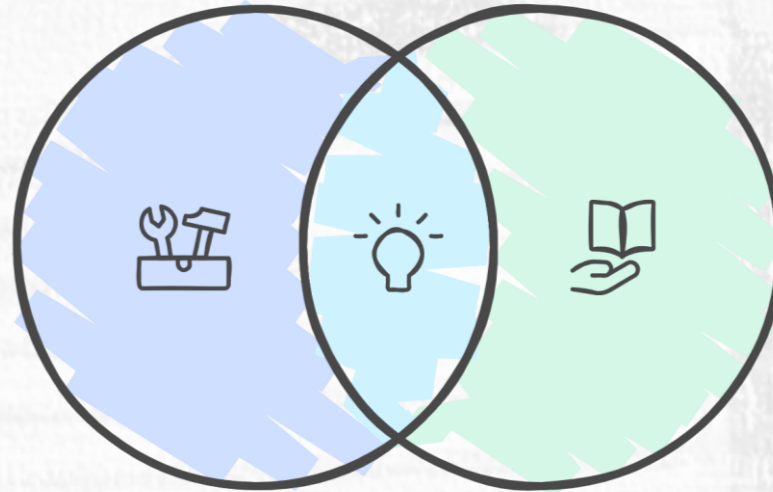
Process Conflict

Resources

- The Rotary Learning Center
 - Essentials of Understanding Conflict
 - Leading Change
 - Building Consensus
 - Uncovering Unconscious Bias
- Your Club Board
- Your Assistant District Governor
- Other Club Presidents
- Your District Governor



Thank You!



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