



U.S. Fish & Wildlife Service

National Conservation Training Center

Conserving the Nature of America

ALC3199 - Collaboration and Conflict Transformation in Multi-Party Processes

Course Code	ALC3199
Course Title	Collaboration and Conflict Transformation in Multi-Party Processes
Description	<p>Natural resource professionals involved in multi-party collaborative decision processes face increasingly complex decisions where underlying conflict can undermine their efficacy if unknown or inappropriately addressed. Conflict transformation encompasses managing and resolving conflict by harnessing the energy inherent in conflicts to motivate change and improvement not only of the decision but also of the institutions and platforms for implementation. This broadens the temporal perspective to target lasting solutions. Distinct from workplace interpersonal conflict, this course focuses on working with conflict in the context of a collaborative decision process. Presentations, case studies, and discussions will be integrated with practical group exercises to target skill-building in conflict transformation. This course was developed in partnership from staff from USFWS and USACE – IWR.</p> <p>Course Objectives</p> <p>At the end of this course, you will be able to:</p> <ul style="list-style-type: none">• Become a better conflict manager during a decision-making process.• Develop an awareness of one's own tendencies in thinking about and responding to conflict.• Design a process that builds trust and repairs broken relationships to promote enduring solutions.• Build greater awareness & acknowledgement of conflict and its impacts on decision-making processes.• Employ techniques to address, manage, and transform conflict in a decision-making process.• Assess the conflict using tools such as the progress triangle, conflict mapping, and narrative analysis.• Evaluate and institutionalize collaborative decision making processes. <p>Target Audience:</p> <p>Natural resource managers and conservation professionals who engage in collaborative group decision processes.</p>
Delivery Method	Instructor Led
Non-FWS Fee	\$995.00
Instructional Hours	36
Credits/CEUs	3.0
Course Content Contact	Ashley Fortune Isham; ashley_fortune_isham@fws.gov; (304) 876-7361
Curriculum Category	Decision Analysis
Course Frequency	Once per year
Registration Link	Register in DOI Talent
DOI TALENT Course Type	ILT
College Credit Name	Semester Hours
College Credit Value	2

Schedule: ALC3199 – Collaboration and Conflict Transformation in Multi-Party Processes

Start	End	Session Information	Location	Session Contact
6/15/2020	6/19/2020	For course content questions contact: ashley_fortune_isham@fws.gov	National Conservation Training Center (NCTC)	amanda_cucchi@fws.gov