

1. **Session type:** workshop
2. **Time** – 9am-5pm; full day; Oct 15, 2016
3. **Workshop Title:** Essentials of Managing Conflict in Environmental Disputes
4. **Organizer:** Maggi Sliwinski, University of Nebraska-Lincoln
5. **Supported by:**
 - a. Early Career Professional Working Group
 - b. Human Dimensions Working Group
6. **Statement of purpose:** This workshop is being organized for early career professionals who want to gain knowledge about concepts and skills that can assist in effectively managing conflict in natural resources and environmental issues. This is a skill that has become more necessary as conflict surrounding wildlife and habitat management continues to increase. Wildlife biologists are often at the forefront of working with the public and other stakeholders to resolve conflicts, even though they may not have the training that would allow them to effectively manage these situations. This workshop aims to fill that gap.
7. **Abstract and Description (300 words):** This workshop is for early career professionals who want to gain knowledge about concepts and skills that can assist in effectively managing conflict in natural resource and environmental issues. Although this skill is necessary amidst wildlife and habitat management disputes, many wildlife biologists are not provided the training they need to be successful in managing conflict. Even early career professionals, who may not be at the forefront of managing these conflicts, are likely to encounter conflict situations in their work. Understanding and properly handling conflict are skills that are needed for successfully advancing in a career at all levels of responsibility (from technicians to administrators). There are many facets to managing conflict in natural resource and environmental issues. This interactive workshop will introduce working professionals and students to essential concepts and skills for effectively managing the many aspects of public conflicts. Participants will take part in pre-work exercises in preparation for the workshop. The day of the workshop will include high engagement and peer-to-peer learning in understanding the broad range of interpersonal skills required to be successful as a working professional in a technical and scientific environment.
8. **Detailed description of session**
 - a. **Workshop Trainers:** Dr. Mary Lou Addor, Natural Resources Leadership Institute
 - b. **Proposed topics:**
 - i. History of Environmental Conflict Resolution & Professional Support Organizations
 - ii. Understanding Conflict, the Conflict Spiral and Sources of Conflict
 1. Recognizing Your Approaches in Managing Conflict
 - iii. Overview of a Collaborative Process
 1. Analysis of the Situation
 2. Critical Aspects of Project and Process Design
 3. Spectrum of Leadership Roles in Public Participation
 4. Fundamental Skills in Managing for Engagement
 - a. Facilitative Behaviors
 - b. Facilitation
 - c. Interest-Based & Mutual Gains Negotiation
 5. Determining Decision Space and Decision-Rules
 6. Essential Communication Strategies for Relationship and Task Management
 - iv. Common Challenges Along the Way
 - v. Lessons Learned from North Carolina Cases