

COLLECTIVE+MIND



Welcome to Networks in Action!

We are a team of consultants committed to supporting networks, and the people who work for and with networks, to be more effective and impactful.

- We offer consulting, advisory services, strategic support, and diagnostic assessments to help networks accomplish their network's goals.
- We offer a community of practice and professional development for practitioners to build network management skills and capacity.
- We provide curated thought leadership, co-creation projects, and resources for networks and network practitioners.

Welcome! Please check in...

Name	Network/Organization	Where in the world are you today?	How are you feeling today?

Agenda for today

- Welcome and check-in
- Setting the scene (brief presentation)
- **What?:** Definitions (short breakouts)
- **So what?:** Implications (slightly longer breakouts)
- **Now what?:** Full group identification of key takeaways
- Closing

Conflict Resolution: What?

What types of conflict does your network experience (or do you experience within your network)?

- Auditing for info
- Lack of trust (some anti-leadership attitudes)
- Multiple understandings of values, mission, purpose
- Not much actually but I'd like to keep on top of it
- I'm not part of a network, but have been witnessing conflicts around equity and global power dynamics in the networks I work with
- We have members all over Europe with very different perspectives, sometimes clashing ones and since they are linked to principled issues is almost impossible to find a solution

Conflict Resolution: So what?

What types of processes or mechanisms do you have in place to manage or resolve conflicts in your network?

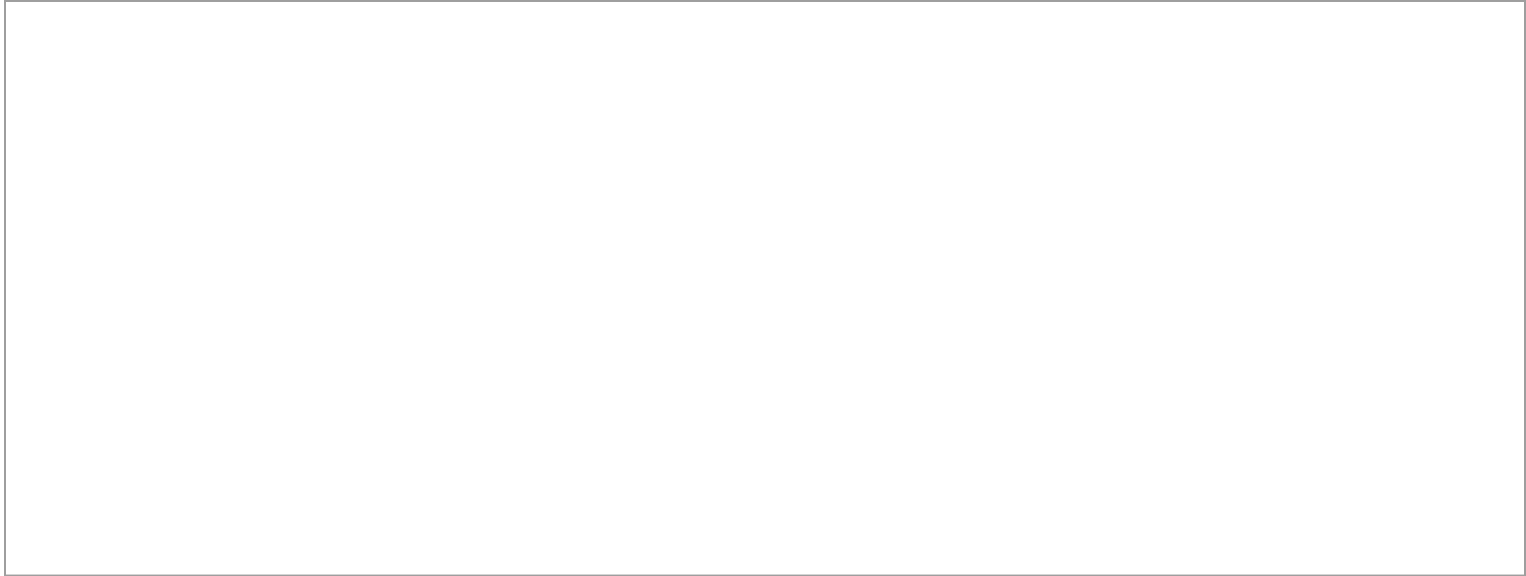
- Non-violent communication, group norm development/interaction guidelines, perspective taking and reflective practices, validating dissenting voices, parking lot for future agenda or discussion that is off topic
- Nothing formal
- Hiring consultants
- Healing processes
- There are no established mechanisms. It is assumed that as a feminist network we will find a common path, but that is not the case.

Conflict Resolution: Now what?

What are your network's biggest challenges or gaps around conflict resolution?

- Lack of relationship building due to pandemic. Silos. Competition. Disconnect between appropriate principles and best practices to approach work.
- We haven't had conflicts but should set up a process in case we do.
- Lack of processes
- The perception that differences in perspectives equal personal attacks

Questions? Reflections?

A large, empty rectangular box with a thin black border, intended for users to write their questions or reflections. It occupies the central portion of the slide.

Conflict Resolution: What? (#1)

- A disagreement or argument with division between two parties or within oneself
- Can be between two or more people, organizations, communities, or within oneself
- Conflict can be issue based, political or cultural
- Conflict is not inherently bad, sometimes conflict is navigated well and sometimes its navigated poorly
- Conflict resolution is a process of support to use when a conflict is being navigated poorly
- We want to shift people's frame of conflict away from believing it is destructive to recognizing its potential to be generative!
- Self awareness is an important aspect of conflict resolution, discerning what's a preference vs a need vs a value
- Meditation and contemplation to ground and consider both sides of the conflict
- Trusting relationships
- Knowing one another personally, who we are and what drives us, so we can have more empathy for one another in conflict
- Invoking our shared purpose as the motivator to keep moving through conflict

Conflict Resolution: What? (#2)

- Conflict is not always negative/aggressive, it can be a difference in perceptions, and it can be addressed at the early stages
- Engaging different entities, that might be in their zones/goals/agenda that they want to move, which might not be in line with the overall aim- how do we balance this?
- Increase diversity within the network, in terms of racial representation and other aspects of diverse representation
- Different perspectives and lived experiences, how do we have productive/messy discussions that are inclusive and respectful towards diverse lives experiences that are not disrespectful?
- Expect that messines will exists, how do we have a space where people have different opinions, but that are productive
- How do we learn from each other in networks/ encourage collaboration, instead of cultivating a culture of 'giving and taking'?
-

Conflict Resolution: What? (#3)

- How do we share resources equitably?
- How do you hold others to account?
- Individual dynamics: some voices are louder in the network and some are perceived as doing less work
- Different personalities and different needs

Conflict Resolution: So what? (#1)

- Meditation to help in the conflict resolution
- Breathing exercise and yoga practices
- Positive thinking and approach that starts with assuming “positive intent”
- Accepting the fact that not everyone will get supported in the network
- Create awareness for what is considered right in the network (best practices/ guidelines)
- Shift from “I” to “we” mentality within the network
- Self-acceptance and awareness of the dynamics within the network
- Finding each other’s strengths and complementing each other’s gaps
- Celebrate good work done and promote successful practices
- Create a space for all network members that accommodates and fosters inclusive relationships (no one should feel excluded from the network)
- Narrow mindedness expands when we are in a network, automatically minor conflicts gets reduced
- Not allowing criticism and ‘gossip’ among members in the network
- Allow space for relaxation, to destress people and come out with creativity, giving rewards to the network
- Appreciating and honouring collaborative work (gift cards/ thank you cards/ small gifts)

Conflict Resolution: So what? (#2)

- Don't want them to perceive us as top-down external actors, taking over their work
- Cultural differences amongst countries - different networks value hierarchy and structure (how devolved/how centralised)
- Increased competition amongst network members for limited resources, therefore not wanting to collaborate as much
- Different understandings of their roles and of the structures within networks - facilitators versus implementers/developers
- Differing expectations from members of external funding entities or facilitators
- Striving for power and leadership to benefit your own organisation, rather than what benefits the network

Resolution:

- Governance manual - how you get a seat at the table
- Elections to change leadership every few years
- Trying to make the resource-sharing process a more competitive/more meritocratic

Conflict Resolution: So what? (#3)

- We don't have conflict resolution processes in place but we need and want them!
- Proactive steps - setting norms, having a clear and shared purpose
- Having the right people at the table, multiple perspectives, from there they can push one another and grow naturally
- If you want to talk about race equity, name it from the start!
- Starting from a shared purpose and common ground is helpful
- Clear about commitments

Conflict Resolution: Now what?

A large, empty rectangular box with a thin black border, occupying the majority of the slide's content area. It is positioned below the orange header bar and is currently blank, intended for user input or discussion.

How did this go?

Please take our [very brief feedback survey](#) - **thank you!**

Upcoming Opportunities

[Network Capacity Assessment Workshop](#) - February 23rd at 8am or 1pm US ET

[Introduction to Networks](#) - February 22nd at 8am US ET

- Learn about what networks need to be effective and impactful

[Introduction to Network Management](#) - March 15th at 1pm US ET

- Join us to learn about and discuss effective network management practices and skills

[Network Needs and Leads](#) - March 22nd at 1pm US ET (30 min)

[Networks in Action: Power Dynamics](#) - April 12th at 10am US ET

[Sign up](#) for our bi-weekly newsletter for new content and opportunities!