CONFLICT IS GIVEN A BAD RAP
An Alternative View on Conflict

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Born out of the struggle from South Africa’s move from apartheid to democracy
• an easy to use and learn decision making process
• for all voices to be heard
• Inevitably there will be differences of opinion
• These differences can lead to tension if not resolved in an equitable manner – taught to resolve tension and conflict
CHAOS AND TRANSFORMATION

What is chaos in the human realm?
I'M TOTALLY RIGHT ABOUT THE WALL
THE RESISTANCE LINE

Covert  Jokes  Inefficient and ineffective  Overt
THE RESISTANCE LINE

Covert

Sarcastic Jokes

Jokes

Inefficient and ineffective

Overt
THE RESISTANCE LINE

Covert

Jokes

Sarcastic Jokes

Excuses

Overt

Inefficient and ineffective
THE RESISTANCE LINE

Covert

Jokes

Sarcastic Jokes

Excuses

Gossip

Overt

Inefficient and ineffective
THE RESISTANCE LINE

Covert

Sarcastic Jokes

Excuses

Gossip

Poor communication / breakdown

Overt

Inefficient and ineffective
THE RESISTANCE LINE

Covert
- Jokes
- Sarcastic Jokes
- Excuses
- Gossip
- Disruption
- Poor communication / breakdown
- Go Slow

Overt

Inefficient and ineffective
THE RESISTANCE LINE

Covert
- Jokes
- Sarcastic Jokes
- Excuses
- Gossip
- Disruption
- Poor communication / breakdown
- Go Slow
- Strike
Overt

Inefficient and ineffective
THE RESISTANCE LINE

Covert
  Jokes
  Sarcastic Jokes
  Excuses
  Gossip
  Disruption
  Poor communication / breakdown
  Go Slow
  Strike
  War / Withdraw

Overt

Inefficient and ineffective
LDD Leaning into the tension
Resolving Conflict - The gifts of transformation

• begin healing and deepening relationships
• innovative and creative solutions
• gain insights into ourselves
SAFETY RULES

• No one has a monopoly on the truth
• Seek and gain agreement to all safety rules
SAY IT FROM BOTH SIDES

- Structured, held process:
  - Say it all from side A, side B listens
  - Say it all from side B, side A listens
- No ping pong
- Statements sharp and direct
- 2 rounds
WHAT HIT HOME
THE MOST IMPORTANT STEP ENABLING TRANSFORMATION

• an insight
• a physical, gut reaction
• an “ah ha” experience / realisation

explore “what does this awareness say about me?”
MAKE A DECISION

• based on the awareness
1. SAFETY RULES
2. SAY IT FROM BOTH SIDES
3. WHAT HIT HOME
4. MAKE A DECISION
YOU CAN USE LEWIS DEEP DEMOCRACY IN:

- work places
- families
- relationships
- schools
- communities
- in large groups, small groups, couples and with yourself!
Thank you.

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