



Positive Conflict: Transform Opposition into Innovation

Darby Checketts

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Conflict is a central theme of our lives. We see the negative consequences of war and violence all around us. Even in the workplace, disputes and arguments cause problems and stifle productivity. But opposition can also be positive. For instance, our muscles become stronger as they encounter resistance. The bonds of our relationships can become stronger as we strive to overcome our differences. Likewise, says author Darby Checketts, businesses and organizations can become stronger as a result of conflict.

Positive Conflict is a book that goes beyond coping with or handling workplace conflict; its premise is that conflict is often an indicator that creative energy is about to be unleashed. There is potentially positive power inside opposition, just as with the fusion of atoms. When opposing ideas are openly explored, a breakthrough in thinking can occur, which can reveal more comprehensive solutions. And the coming together of these once-opposing forces multiplies the potential for success.

If our view of conflict transcends a win-lose mentality, we will see that the flipside of opposition is the opportunity for discovery and innovation. And in business today, we need leaders who can reconcile the seeming exclusivity of competing ideas and fuse them for new and better results. For example, it is the combination of self-confidence and humility that maximizes a leader's effectiveness.

By reading **Positive Conflict**, you will:

- * Recognize the creative energy inside conflict to unleash the power of opposites.
- * Discover why the optimist's answer to everything is "yes"--that the issue is not what is right or wrong, but how to synthesize ideas to expand problem-solving options.
- * Help your stakeholders come together in a spirit of partnership to move beyond special interests and personality clashes.

* Understand that your own conflicting ideas and viewpoints reveal new dimensions of who you are and the range of opportunities that await you.

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