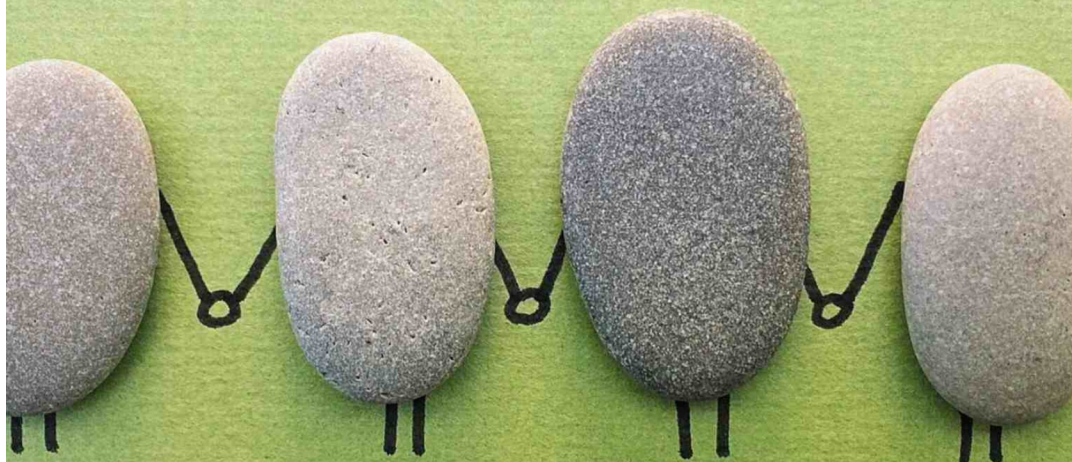


Simone Janson (ed.)

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Solve Team Conflicts with Mind fulness

Deal with difficult colleagues without confrontation, mediation conflict management & non-violent communication, settling disputes in groups



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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

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Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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If the team is not running: Intermediate or controlled?

// By Henryk Lüderitz

Tobias Schmidt is 26 years old and since 3 months team leader in a well-known technology company. In theory, he already knows how to perform. And how does it look in practice?

When the puppy protection is over

Mr. Schmidt was promoted to manager after successfully completing several international projects. In seminars, he learned in advance how human resource management works in theory - defining goals, delegating tasks and motivating employees.

Now the puppy protection is gradually over and the delivery of results is becoming more and more important. However, time pressure, high expectations of your own supervisor and problems in the projects of the employees lead to him often saying "Now let me do it, I can see that it won't work!" interferes in the projects.

Please do not hire employees!

If Mr. Schmidt snatches the task from his coworker, the problem is solved faster, but the employee feels incompetent and loses his motivation to find his own solutions.

In addition, there is a great danger that he will educate employees in this way - after all, as a manager, he can not always tackle everything. An incapacitation can therefore - in the sense of both parties - be no solution.

Questions to be asked

In order for executives to behave in an appreciative and professional manner (and not to put the work of their employees on their own desks), they can ask themselves the following questions:

1. Assess situation - urgency: Is eg an important deadline imminent? have previous attempts to solve failed? Or is it a task that can be solved through creativity and innovation, where failure can be tolerated?
2. Appraising the employee - what skills does he possess? Will he handle this problem on his own? What does he need: time, impulses or concrete help, because he is already at the performance limit?

The employee must keep the responsibility

If a situation is so serious that intervention is unavoidable, it is advisable to leave the employee the responsibility and to ask what he expects from the management to still be able to solve the task independently.

After all, he has been dealing with the problem for a long time and can better assess both the situation and the measures necessary for the solution than an outsider.

"You are the expert"

The message is: "You are the expert - and remain responsible. I'm just offering you support. "

If neither the situation nor the competence of the employees require intervention, it is important to remain cool and to trust one's own judgment. After that, it is advisable to keep an eye on the situation in order to be able to react to unexpected changes.