

CONFLICT SEMINAR

Have you ever experienced conflict in your home? Work place?
School?

Then come and spend the day with us.
We will give you tools to deal with conflict wherever and whenever it may
arise.

This is a day long, intergenerational seminar for anyone over age 12.
Daycare will be provided for younger children.
Lunch is included.

Welcome

Devotion and Prayer - Ephesians 4:26

Introduction of Guest Speaker - Someone with expertise in training people to deal with conflict.

Movie Clips (3-4)

What does conflict look like?

As Good As It Gets

Speaker

1. We can't avoid conflict.
2. Conflict can be an opportunity for growth.
3. We want to talk about conflict from a Christian perspective.
4. Our goal today is to give you tools to deal with the conflict in your life.
5. Introduce panel – As members of the body of Christ, we recognize that all people in our church, regardless of age, are integral to its ministry. We also recognize that conflict often occurs across generational lines. How then, do the different generations view and deal with conflict? What are the most common conflicts that each generation faces?

Panel – (This activity is loosely based on James Gambone's Intergenerational Dialogue Model, published in *All Are Welcome: a primer for intergenerational ministry and dialogue*, Elder Eye Press, 1998. Available through Lutheran Brotherhood)

Have four volunteers from each generation (birth year divisions are listed below) come forward to sit on chairs and answer the following questions, proposed by the facilitator:

- 1.) Tell us your name and your age, and then give us one sentence that you feel defines your generation.
- 2.) In which environments do you think your generation experiences the most conflict overall? (e.g. school, home, work, while driving, church) Which issues seem to bring about conflict most often for your generation?
- 3.) How do you personally react to conflict? (For example, do you try to avoid it at all costs, get really angry, become afraid, or give in, etc.?) Do you wish that you reacted differently?
- 4.) How do you feel when you witness a conflict that does not directly involve you?

Recommended Generational Order for Panel:

- 1) Birth years 1932-1944
- 2) Birth years 1964-1981
- 3) Birth years 1982-1989
- 4) Birth years 1901-1931
- 5) Birth years 1945-1963

If time permits, it would be extremely helpful for the facilitator to introduce each generation by their general characteristics as they come forward. (These characteristics are also found in Gambone's *All Are Welcome*, or William Strauss and Neil Howe's *Generations: the history of America's future* (pub. 1991))

Speaker

1. Abraham, Sarah, Hagar – Isaac, Jacob, Esau – modern day conflict
2. This is a hands-on seminar.
3. Only way to learn to deal with conflict is to get right into the middle of some.
4. Introduce small groups – lay ground rules, give time frame, split up people that came together.

In order to insure that each group has a cross-section of ages - have oldest member present and youngest member present come forward and stand along side each other. Then have all other participants come forward and find their respective places, forming a circle that goes from youngest to oldest in age. Divide the number of participants by 5 and have them count off by that number. (For example, if there are 50 people, have them count off by tens.) Ask participants to remember their number, as it will be their small group number for the rest of the day.

Small Groups #1

1. Four or five people in each group that are not from the same family unit (see above).
2. Each group will have a trained facilitator to help them walk through the exercises.
3. To get started each group will do a quick ice breaker/team building game.
4. Each group will be given a conflict situation. Each participant in the group will be given a role to play in that situation. Preferably younger people will be given adult roles and vice versa. Props would also be helpful with this and make it fun.]]
5. After the allotted time the group facilitator will debrief with the group. What problems did they encounter?

Large Group Discussion (depending on the size of the seminar)

What did you learn? See? Hear?

Lunch (during lunch have people fill out the "Personal Conflict Style" worksheet)

Speaker

1. Your Personal Conflict Style
2. Body language
 - a. Movie clips without sound – what do you see?

- b. Volunteers act out some other types of body language
- 3. Tools for dealing with conflict
 - a. Knowing the level of the conflict – Is this a conflict at all? Perception vs. Reality in conflict. Five levels (from Speed Leas): Problem to solve, Disagreement, Contest, Fight/Flight, Intractable Situations.
 - b. Where is the conflict?
 - c. Why is this conflict important to me? What is the real issue?
 - d. Tools to work with conflict
 - Diffusing personal attacks quickly
 - Active listening
 - e. Community resources
- 4. A theology of conflict, forgiveness and reconciliation
 - a. Philippians 1:27-2:18
 - b. Matthew 18

Small Groups #2

- 1. Practicing the tools we've just received
 - a. Active listening exercise
 - b. Practicing one sentence answers to personal attacks
- 2. Where is God in our conflicts?

Healing Service - Based on Ephesians 4:26

Notes:

- 1. In order to be prepared for any situation that may trigger great emotion of some sort in people we would definitely want to have, depending on the size of the group, two or three psychologists available throughout the seminar.
- 2. Depending on the context, a group utilizing this seminar might desire to either add a second day with more sessions on specific instances of conflict or have some follow up sessions in Sunday School classes and Adult Forums.
 - a. Conflict in Parenting
 - b. Conflict in the work place
 - c. SS classes talking about conflict at school and at home