

www.strategicleadershipcoaching.com

About us

Strategic Leadership Coaching was established in 2007 by Robb Pardee out of a desire to help organizations maximize their performance by improving their human dynamics. Robb has over 15 years of experience working with people as a counselor, trainer, and coach. His passion is helping people to reach their potential by overcoming internal and external obstacles. Robb has a Masters of Science in Counseling and is also a graduate of the cutting edge Evidence Based Coaching program at Fielding Graduate University. He is a certified coach with the International Coach Federation. Robb is also a trained mediator.



Additional Services

- **Leadership Development**
- **Team Development**
- **Assessment**
- **Emotional Intelligence**
- **Organizational Health**

Strategic Leadership Coaching

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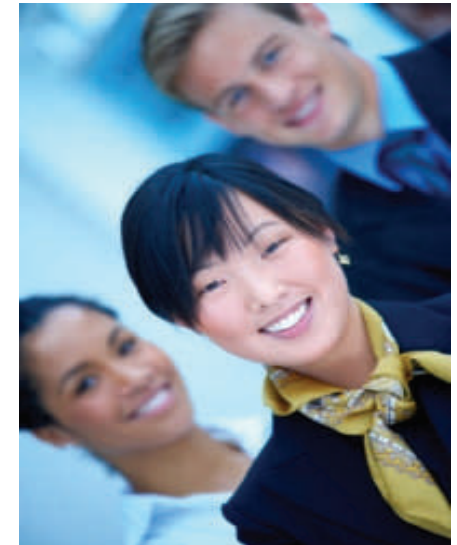
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S t r a t e g i c
L e a d e r s h i p
C o a c h i n g

Conflict Management Services



Strategic Leadership Coaching offers an evidence based approach to conflict management. We are passionate about helping

organizations develop the skills to manage conflict to their advantage.

The Cost of Conflict

Everyday businesses lose time, productivity, and relationships to poorly managed conflict. In fact the average worker in the United States spends 2.8 hours a week dealing with conflict. Nationally this cost \$359 billion a year in paid time spent mired in conflict. How well are you managing conflict in your business?

Transforming Conflict

Managed well conflict can actually become a strategic advantage to an organization. Understanding conflict and developing the skills to handle it can lead to improved productivity, decision making, and retention of employees and customers. We take a threefold approach to transforming conflict in an organization

Assessment

The key to unlocking the power of conflict is understanding your conflict style. We utilize the *Thomas-Kilmann Conflict Mode Instrument (TKI)* to help individuals understand their unique approach to conflict.

Training

Armed with the insight gained from the *TKI* we train workers and managers to understand their conflict style in relation to the larger system. Then we help them to gain new skills to adjust their style when appropriate for the situation.

Coaching

We seek to reinforce the awareness of conflict styles by facilitating a dialogue among employees. We discuss acceptable norms and behaviors for those experiencing conflict.

Resolving Conflict

When conflict has gotten out of control and started to damage an organization or a working relationship we seek to restore performance through two powerful tools.

Mediation

A voluntary facilitated process in which two parties agree to come to the table to resolve their dispute. Mediation creates an opportunity for both parties to come to an agreeable solution and maintain relationship.

Conflict Coaching

When one of the parties in conflict is unavailable or unwilling to participate in mediation conflict coaching helps the remaining party to gain new perspectives and strategies for dealing with the situation.

Contact Us

We offer a complementary consultation to assess your needs. Please call at 215-259-3773 to discuss your unique situation or you can email at

rpardee@strategicleadershipcoaching.com