



GROWING BRIDGEBUILDERS REVISITED



SESSION 9
HANDOUTS

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Introduction

This session provides an opportunity to regather as a group and a structure for revisiting the Growing Bridgebuilders course. It is anticipated that this session could be run between three and six months after the course has been completed.

Session Objectives

- To regather as a group that did the Growing Bridgebuilders course together in order to compare notes.
- To revisit three different goals in engaging with conflict.
- To identify what participants have been able to do differently or how they have approached conflict differently since doing the course.
- To identify what participants want to keep working on, and what topics they might appreciate focusing on in further sessions.

Learning Outcomes for the Session

By the end of the session participants will have:

- Revisited three different approaches to conflict.
- Explored when each of the three approaches might be most appropriate.
- Articulated some key outcomes since doing the course.
- Identified what they want to keep working on.
- Generated ideas for additional sessions they'd like to see included in the course, and prioritised these.

Overview of Session Segments

Welcome:	Arrival and introduction
Way in:	Revisiting goals for engaging with conflict
Explore 1:	Exploring when to use the different goals
Explore 2:	Identifying outcomes from the course
Explore 3:	Identifying work in progress and ideas for future topics
Explore 4:	Open-ended time, depending on what emerges
Review:	Looking back over the session

Handouts

Handout 1:	Introduction and overview of Session 9
Handout 2:	Three approaches to conflict
Optional:	Handout 2 from Session 8: Learning outcomes and key features from Sessions 1-7

THREE APPROACHES TO CONFLICT



You have some kind of falling out with someone at work or home. Pick a particular example that springs to mind, or a situation where this could potentially happen, with a colleague or member of your extended family. **Which option are you most likely to choose?**

Option 1

You would look to address the issue, and to find a way to resolve it so that you can move on, and get on with life.

Option 2

You would look to find a way to manage the situation so that the issue doesn't negatively impact the rest of your interactions, while hoping that you can find a way to explore the issue when the time is right.

Option 3

You would look to explore what you might be able to learn from this issue, about yourself and the other person, and see how there might be some growth for your relationship by navigating a way through this falling out.

Option 1: Conflict Resolution

Conflict resolution is an approach to conflict which views conflicts as:

- Inevitable; and
- A bit like hurdles in the race of life.

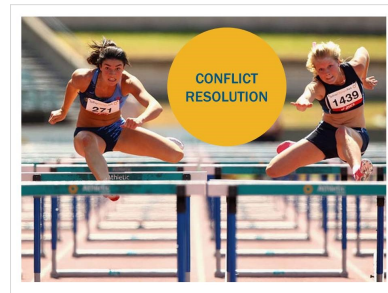
Here the goal in working with conflicts is:

- To resolve the problems that we need to sort out; or
- To find a way over the hurdles, in the journey of our lives.

The conviction is:

- There's always a new hurdle ahead; and
- If we develop our technique, we can address the problems and successfully navigate the race.

Overall, there is a focus on **solving the problem**.



Option 2: Conflict Management

Conflict management is an approach to conflict which views conflicts as:

- Inevitable; and
- As something to be managed, in a similar way that a dam is used to control a mass of water.

Here the goal in working with conflicts is:

- To manage the process, the way that we work with the tension, so that we can get on with life in a productive way and achieve our goals.

The conviction is:

- There's always going to be conflict to be managed; and,
- If we manage it well, it won't prevent us from being productive and achieving our goals.

Overall, there is a focus on **managing the process**.



Option 3: Conflict Transformation

Conflict transformation is an approach to conflict which views conflicts as:

- Inevitable; and
- As presenting an opportunity to develop and deepen our relationships with one another, a bit like rock-climbing a cliff face together.

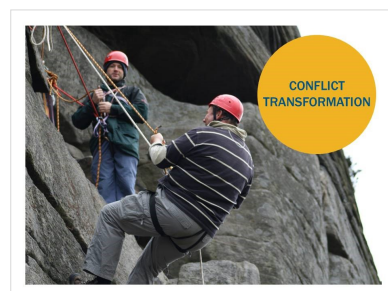
Here the goal in working with conflicts is:

- To scale the cliff, but to do so in a way that we work together, and build a relationship of trust and mutual respect.

The conviction is:

- There's always going to be challenging rock faces to be climbed; and
- If we work together and listen deeply then we can navigate a way through our conflicts, deepening our relationships and our mutual understanding in the process.

Overall, there is a focus on **transforming the relationships**.



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Course Leader's Feedback Form

Please complete this form at the end of the session. Thank you.

1. Please circle your evaluation of the following aspects of the session where 1=Unhelpful and 6=Very Helpful:

A. Guidance provided in the Leader's Guide	1	2	3	4	5	6
D. Process for revisiting the course	1	2	3	4	5	6
E. How you led and facilitated this session	1	2	3	4	5	6
F. How participants worked together in this session	1	2	3	4	5	6
G. THE SESSION OVERALL	1	2	3	4	5	6

2. What you appreciated about the materials provided:

3. What you suggest might be changed or improved:

4. What ideas were generated for additional topics, and with what number of people interested (continue overleaf if needed):

Thank you for taking time to complete this feedback form. Please scan it as a PDF file, and then email it to Bridge Builders: **bb@bbministries.org.uk**

Bridge Builders will seek to extend Growing Bridgebuilders in the light of feedback from all the course leaders.

COURSE LEADERS:

LOCATION:

GROUP SIZE:

TYPE OF PARTICIPANTS:

