



Causes of Organizational Conflict

Cause #1: Lack of Focus Issues

Possible Remedies

- 1) Do/review/refine a shared Vision & Mission
- 2) Review & improve the link between philosophy & practice

Cause #2: Issues With Processes & Practices

Possible Remedies

- 1) Identify & apply "best practices" research
- 2) Identify norms & expected professional behaviors

Cause #3: Interpersonal Issues

Possible Remedies

- 1) Identify norms & expected interpersonal behaviors
- 2) Individual nurturing of employees by other staff & leaders

Cause #4: Leadership/Followership Issues

Possible Remedies

- 1) Identify expected leadership behaviors
- 2) Identify expected followership behaviors

Cause #5: Conflict From Bad Behavior

Possible Remedies

- 1) Tell people to stop it
- 2) Use the positive grapevine
- 3) Differentiated supervision