

BEYOND THE WALLS OF CONFLICT

Mutual Gains
Negotiating for
Unions and
Management

DAVID S. WEISS

Beyond The Walls Of Conflict Mutual Gains Negotiating For Unions And Management

**Terrence L. Gargiulo, Ajay
Pangarkar, Teresa Kirkwood**



Beyond The Walls Of Conflict Mutual Gains Negotiating For Unions And Management:

Beyond the Walls of Conflict David Solomon Weiss,1996 This roadmap helps negotiators on both sides apply the principles of alternate dispute resolution to the process of collective bargaining and offers a truly breakthrough method of solving problems between unions and management Includes a list of key success factors that are essential to creating labor management peace an exploration of the sensitive topic of trust and mistrust and a new vision for union management relations that focuses on continuous negotiation and ongoing dialogue 4 96 **Leadership-Driven HR** David S.

Weiss,2013-01-04 Presents a new vision for HR s role in business Focusing on strategic solutions for HR Leadership Driven HR challenges the traditional view of HR as a service function and replaces it with a new vision of HR as an internal business accountable for the return on investment of essential corporate assets people and organizational processes Leadership Driven HR provides practical strategies for leveraging HR s role priorities accountabilities and organizational design Focuses on strategic solutions for HR addressing current and ongoing concerns in the world of HR Dr David Weiss is President CEO of Weiss International Ltd which leads innovative consulting and HR projects that generate effective strategy leadership innovation and HR solutions for leaders and employees HR serves a critical role in managing your most valuable assets Discover new ways this department can create significant ROI for your business Interest-Based Bargaining Jerome T.

Barrett,John O'Dowd,2006-07-25 Interest Based Bargaining A User s Guide provides a detailed account of why it makes sense to negotiate on the basis of interests rather than positions It provides a detailed set of guidelines for negotiators who wish to develop a cooperative problem solving approach to their bargaining It draws on the experiences of using interest based approaches in the USA and Ireland Interest based bargaining is an approach to collective bargaining that is focused on understanding the interests of parties and on building solutions around these It uses problem solving tools such as brainstorming flip charting and consensus decision making This book will be of particular value to management and union representatives who are already working in a cooperative way and who wish to deepen that cooperation *Work with Me!*

Gini Graham Scott,2007-07 In *Work with Me* author Gini Graham Scott presents her proven conflict resolution model first outlined in her popular book *Resolving Conflict* and now in *Disagreements Disputes and All out War* Here she applies this model to the workplace guiding readers on how to manage emotions and use logic and intuition to resolve common problems on the job Written for everyone within an organization workers managers supervisors human resource directors and CEOs this book offers the tools needed for taking charge of workplace conflicts and developing the skills to Conquer emotional barriers to resolving conflicts Overcome common communication problems Recognize the organizational and political factors that can create friction Identify individual interests needs and wants that drive conflict situations Deal with difficult people Apply a variety of conflict and negotiation styles Brainstorm ideas to generate resolution alternatives Visualize optimal outcomes **The Trainer's Portable Mentor** Terrence L. Gargiulo,Ajay Pangarkar,Teresa Kirkwood,2008-06-23 This

highly accessible comprehensive resource shares the passions and key lessons from an all star cast of respected training professionals The authors covers a range of training topics from designing writing delivering measuring and managing training to developing business acumen They have divided the book into five sections Designing Training Delivering Training Workforce Performance and Learning Measurement and Evaluation and Professional Development including over 60 articles as well as additional resources on a special Web site helpful checklists case studies and assessments throughout and an easily customizable CD The Trainer s Portable Mentor is ideal for anyone new to the field of training and development as well as veterans looking for succinct practical nuggets they can put to use right away Innovative Intelligence David S.

Weiss, Claude Legrand, 2011-02-11 Innovation is a key source of competitive advantage but it remains frustratingly elusive for many organizations This book shows you how to close the innovation gap by making individuals and organizations systematically and sustainably innovative You will learn how to embrace a culture of innovation and make it permeate every level of the organization You will find a clear road map and practical tools to redefine your workplace s culture identify and tap into the existing innovative intelligence and develop leaders who can close the innovation gap for greater business success **In Search of the Eighteenth Camel** David Solomon Weiss, 2003 **Franchir le mur des conflits** David

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Contextual Negotiations David Solomon Weiss, Steven R. Bedard, 2000 Explores three approaches to negotiations the competitive the collaborative and the contextual approach Presents a case study of interest based negotiations involving Bell Canada and the Communications Energy and Paper Workers Union to show how the negotiation approach changes according to context **Interest-based Collective Bargaining** Brenda Louise Kennedy, 1999 Discusses the conditions under which

interest based bargaining will be successful Presents a case study of this bargaining approach adopted at a gold mine in a small town in Northern Ontario

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