

## **Leadership Strategies to Manage Conflict**

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## Leadership Strategies to Manage Conflict

Leadership skills are highly desired in every organization for the smooth running of the organizational operations and relationship between different organizational stakeholders. Different leaders use different leadership styles that entail directing, guiding, motivating and managing groups of people and their interrelated operations within the organizational scope. According to Trusted Health (2020), various nursing conflicts can be based on ethics, ego or organizational issues and require leadership skills and effective styles to solve them. Some of the conflict resolution strategies include competing for a winner, avoidance compromising, and collaboration.

In conflict resolution, the democratic leadership style is the best because it provides a collaborative environment for equal participation of the parties in conflict, offering a win-win condition for every member and giving a long-lasting solution through guidance (Cherry, 2020).

The democratic style of leadership can easily be improved into the collaborative strategy of resolving a conflict since it involves bringing the people together for a consensual solution.

For instance, if two nurses are in conflict over medical error accountability in the facility, the leader can have a conversation with both parties and engage them for a common resolution that will provide a win-win situation for both parties and a strategy for reducing the errors. In autocratic leadership, the leader may punish one of them as a way of resolving, but this may lead to a long-term conflict. In the collaborative strategy, the mediator who is the nursing leader gets the opportunity to get the root of the problem by engaging both parties with an aim of repairing the relationship (Vogues, 2018). Autocratic style of leadership (rightly) adopts the compromising strategy of conflict resolution and thus leads to a non-consensual resolution that may lead to a long-term conflict.

## References

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