

CONFLICT TRANSFORMATIONS



WIN-WIN

We provide conflict resolution services, from large-scale systemic interventions to acute, interpersonal mediation. Our solutions are designed to address current conflicts between individuals, teams, families, and corporations

CHALLENGE YOUR PERSPECTIVE CHANGE YOUR OUTCOMES

It's difficult to find the time to challenge yourself and think beyond your every day tasks when you're immersed in them. CSCHOOL'S Dispute Resolution gives you the chance to think critically about how you facilitate your current outcomes in negotiations and resolve conflict.

“I must inform you that our Management Committee acknowledges the positive impact on organizational environment and asked me to thank you very much for making a big difference.”

Pradeep Vaishnav
CHRO,
Sanofi

“It was truly wonderful to be the part of “Collaboration Transformation. It was truly inspiring with many insights. Indeed there is lot to learn, practice and put into practice without any excuses, there is no shortcut. We are very thrilled with the results. Thank you to your entire team.”

Dilip Updhyaya
CFO
DDB Mudra

Focus Areas



Mergers & Acquisitions

We intervene during or post merger scenarios to find win win arrangements and collaborations that can ensure that the business goals are actually met.



Family Business

We find integrative solutions to family business matters such as succession, wealth distribution, power & control, and decision making methods.



Executive Collaborations

We facilitate win-win relationships at the top. We improve the quality of communication and decision making by crating effective dissent mechanisms.



Industry Minefields

We facilitate inter-business dialogues with competitive firms to tackle issues such as cut throat competition, price wars, etc.



Locked Legal Battles

We facilitate solutions for matters that are locked up in legal battles.

PROCESS OVERVIEW

Conflict transformations typically involves three things to achieve a solution -- (i) individual conversations, (ii) dialogue facilitation between parties, and (iii) solution crafting -- that aim to resolve conflicts and transform relationships. While each situation is unique, below are the typical steps to achieving resolution.



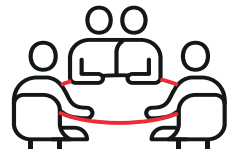
STAGE-1: UNDERSTAND

1. Assessment

We speak to each stakeholder to determine whether we would be able to resolve the conflict. If we feel confident of adding value, we move forward.

2. Interviews and Facilitated Dialogues

Every peacemaking effort begins with individual meetings between the peacebuilder and each participant involved. Based on the individual interviews, the peacebuilder determines who to involve in dyadic dialogue sessions, facilitated by the peacebuilder.



STAGE-2: SITUATIONAL READINESS



STAGE-3: SOLUTION CRAFTING

3. Creative & Integrative Solutions

Our goals are never to settle or compromise. Goal is to find solutions through which both sides stand to gain such that problem is solved.

4. Agreements and Follow Up Mechanisms

After the dialogues and agreements, the peacebuilder develops a structure with each participant to make sure the solutions are working. Rebuilding trust is an ongoing process, which requires consistent monitoring, assessment, and adjustment.



STAGE-4: CONTINUOUS WIN-WIN

YOU ARE NOT A BULL



AND SO YOUR CONFLICTS AREN'T A SPORT

CSCHOOL

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With the mission to resolve conflicts throughout the world, CSCHOOL has worked with over 200 organisations in 24+ countries to resolve conflicts effectively.

WHY CHOOSE US

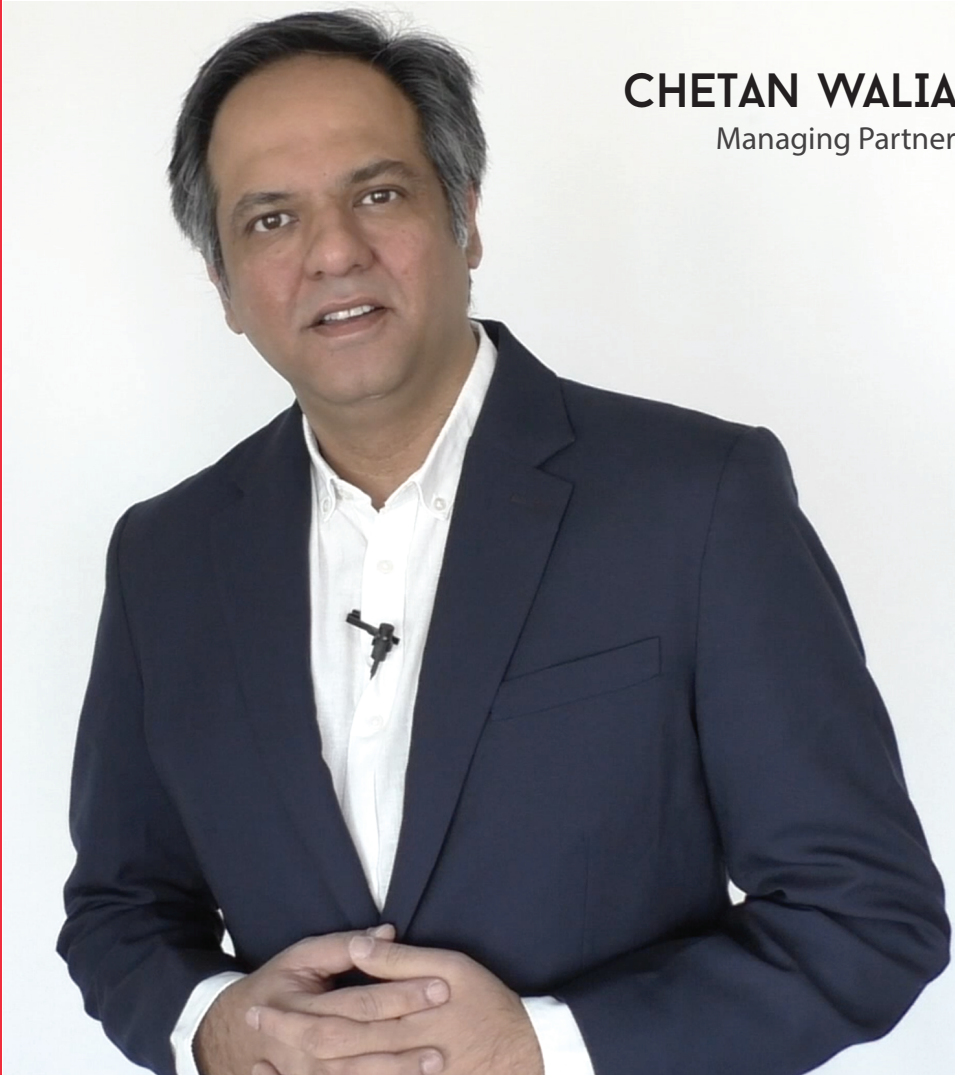
We have our own, unique, 360-degree Framework for conflict transformations.

We are specialists, not generalists.

Our team has dealt with almost every tricky and volatile situation over the last 20 years. We know our stuff.

We create theory too: i.e. we are grounded in latest empirical research and practice.

CHETAN WALIA
Managing Partner



“ We try to use the term ‘conflict’ or even refer to the practice of “conflict resolution” as little as possible when speaking with clients. Because we don’t like to focus on the problem, and we don’t just want to treat the symptoms of some particular situation.

Conflicts are nothing but situational deficiencies manifested over time.

We believe our job as a peacebuilder is to help situations transform. So, instead of viewing the situation as a problem or ‘conflict’, we see the situation as an ‘opportunity’ for growth and wisdom. Through the process of transformative resolution, we help people generate possibilities.

An integrative and creative solution is a prerequisite for resolution. Without this no amount of relationship building can yield anything.

That’s why we think what we do is vastly different than any other resolution attempt. Our intention and focus is on saving the root of the problem rather than figuring out a compromise. The goal is that all of our clients’ are better off that today and feel more fulfilled and at peace in life.”

CSCHOOL