**Resilience Dialogues:**

**Managing Conflict and Negotiating for Successful Outcomes in Collaborative Science**

NERRS/NERRA Annual Meeting, November 9, 2018

The Estuarium, Lake Superior National Estuarine Research Reserve

**Participant Agenda to email with links to references**

Objectives for the training

1. You will understand the objectives of the Resilience Dialogues project and provide input for future trainings that connects the project to your work.
2. You will begin to develop a shared language for conflict management in collaborative science projects as a tool to facilitate Resilience Dialogues.
3. You will contribute examples to expand the range of conflict situations and solutions encountered by NERRS colleagues in collaborative science projects.
4. You will identify and practice conflict management skills useful in your work to create learning environments for resilience dialogues that are safe, creative, honest and productive.

8:15 Please wait outside The Inn on Lake Superior for pickup

8:30 Breakfast at the Estuarium

9:00 Welcome and Centering

9:10 Your Conflict Story

9:30 Negotiating shared definitions can reduce conflict

9:40 Results of a needs assessment about conflict in NERRS collaborative science projects.

Have we missed anything?

10:15 Skills for designing collaborative projects to minimize conflict

11:15 Lessons Learned about managing conflict in collaborative science projects

12:00 Lunch

12:45 Negotiation skills for managing conflict

2:00 Putting it all together.

Facilitating Resilience Dialogues: What would be most helpful moving forward during the next year?

2:30 Wow! That was fun!

**Definitions**

* ***Collaboration*** *is a process where two or more individuals or organizations deal collectively with issues that they cannot solve individually.*
* ***Collaborative resource management*** *is a process where two or more individuals or organizations deal collectively with issues affecting a natural resource system with which they share a common concern & fate*.
* ***Negotiation*** *is the process of jointly making a decision in the face of divergent human interests*
* ***Interest-based negotiation*** *is a problem-solving process that seeks to:*
  + *Satisfy the multiple interests of the involved parties*
  + *Create the potential for the parties to find joint gains*
* ***Resilience Dialogues*** *are conversations that occur among people with diverse perspectives who have agreed to collaborate to improve a situation that contributes to building social and ecological resilience*

**More about Interest-based Negotiation**

Parts of each of the pilot Resilience Dialogue trainings will be devoted to skills-building in *Interest-based Negotiation*. While not typically considered as such, most human interaction involves informal bargaining to some degree. Negotiation occurs in interpersonal interactions such as that between a parent and child, or between co-workers, as well as in collaborative processes in coastal and estuarine resource management and research. Negotiation is simply the process of jointly making decisions in the face of divergent human interests. It involves reconciling different interests in an environment that often is characterized by many interested parties operating with incomplete information, uneven power, unclear preferences, and incentives that tend to heighten rather than diminish conflict. An interest-based negotiation framework encourages attention to the interests, concerns and needs of parties, and a creative problem-solving approach to addressing those interests. It emphasizes effective communication and a focus on interests rather than positions.

**More about the trainers**

Julia Wondolleck and Steve Yaffee are professors at the University of Michigan School for Environment and Sustainability. For over 30 years they have taught Negotiation, Mediation, and Collaborative Resource Management to graduate student and mid-career professional audiences, and have facilitated collaborative processes across North America. They are the authors of several books on environmental conflict and collaboration in management of natural resources, including *Making Collaboration Work* (Island Press, 2000), and *Marine Ecosystem-Based Management in Practice* (Island Press, 2017). Wondolleck received a BA in economics from the University of California, Davis, and a Master’s and PhD in environmental policy and planning from MIT. Yaffee received his PhD in environmental policy and planning from MIT, and a BS and MS in natural resource management and policy from the University of Michigan. He has been a faculty member at the Kennedy School of Government at Harvard University, and a researcher at the Oak Ridge National Laboratory and the World Wildlife Fund. Note: Julia and Steve both taught the October pilot training. Julia will teach for the November pilot training.

**References used for project approach**

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