



Light for Organizations

Guidance for the Spiritual Life of Organizations

The **Light for Organizations** ministry is offering *conflict transformation services* for businesses and nonprofit organizations.

Mission:

To facilitate constructive change through the transformation of workplace conflict

Description:

Conflict transformation is the process of developing a multifaceted, relationship-centered system that harnesses conflict to end a destructive state while building a constructive future. The system considers the content of conflict episodes in the context of relational and historical patterns while seeking future-oriented solutions that consider organizational relationships. It effects personal, relational, and organizational dynamics through developing change processes that are responsive in the short-term and strategic in the long-term.

Fit:

Conflict transformation, rather than conflict resolution or management, is used in contexts with significant history and relationships that require future collaboration. It is especially useful when repeated cycles of conflict have led to destructive patterns or violent behavior.

Benefits:

- Resolves conflict while preventing proliferation and escalation of future episodes
- Generates empathy and compassion through self-reflection and conversation
- Creates energy for the formulation and implementation of a desired future
- Facilitates the development of organizational resilience and innovation

Contact Rhonda at rhonda@lightfororganizations.org or 513-238-7160 to learn more.



Rhonda Pfaltzgraff-Carlson, PhD is the founder of the *Light for Organizations* ministry.

Light for Organizations serves leaders of faith-based and secular organizations in the Greater Cincinnati area. Its purpose is to support leaders and leadership teams who desire to more fully align their organizations with God's purposes, presence and power.

For more information, visit <https://lightfororganizations.org>.