

# DIVE INTO CONFLICT MANAGEMENT

Montana's local governments face challenges in preparing new leaders. Although supervisors hold some of the most critical roles in an organization, they often receive the least support.

The Montana Grown Leadership Academy (MGLA) was created to equip current and emerging leaders with the professional development needed to succeed in supervisory roles.

## WHAT ARE DEEP DIVES?

Deep Dives feature in-depth, in-person training on one key topic. Most courses also feature a month-long workplace application and a follow-up virtual session for reflection and continued growth. Topics rotate every six months, providing targeted, high-impact development based on participant needs.

## DIVE INTO CONFLICT MANAGEMENT

Conflict management training was selected as a topic based on feedback from partners around the state, and is open to all local government employees.

### Participants will:

- ✓ Develop a comprehensive understanding of conflict in the local government workplace, including its sources, dynamics, and the influence of individual conflict styles, emotions, and communication patterns
- ✓ Build practical skills and strategies to employ while navigating and mediating conflict
- ✓ Gain practical tools and methods to foster psychological safety and a positive team culture within local government systems

To suggest a topic or to see if Deep Dives will be offered in your area, contact Christine Hodges, [christine.hodges1@montana.edu](mailto:christine.hodges1@montana.edu) or (406) 994-4181.



### STRUCTURE

1 day of in-person training, followed by a month of workplace application before a 2-3 hour virtual follow-up session.



### COST

For governance package subscribers: \$395 per person for the full program, which includes the full-day, in-person training day, one month of practical application with an accountability partnership, and the virtual follow-up session. Non-subscribers: \$475.



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