



Turning Conflict into Collective Power

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Purpose Today

Experiment with turning
towards conflict as a source
of growth, creativity and
relationship

(ex. To be like this horse)





waterline

A little about Camille & Waterline

Defining Conflict

“Differences that mobilize our
emotional resources:
Differences that matter”

- Aftab Erfan

Premises that support conflict engagement

Doing this to stay in relationship

This is challenging but we want to support our relationship

Doing to learn and grow

We know there is potential we can tap



I don't have 100% truth

Willingness to admit I might be a little bit wrong or missing something here

Conscious/Unconscious



Explicit
Rational
Known to group

Implicit
Emotional
Not all are aware

Conscious/Unconscious

An illustration of an iceberg floating in water. The tip of the iceberg, which is above the waterline, is light blue. The much larger part of the iceberg, which is submerged, is a darker blue. A horizontal line passes through the middle of the iceberg, representing the waterline. The background is a solid light orange color with some faint white decorative lines and shapes.

Waterline =
Level of safety to say what needs to be said

Minority Wisdom

Safety & Leadership Behaviour

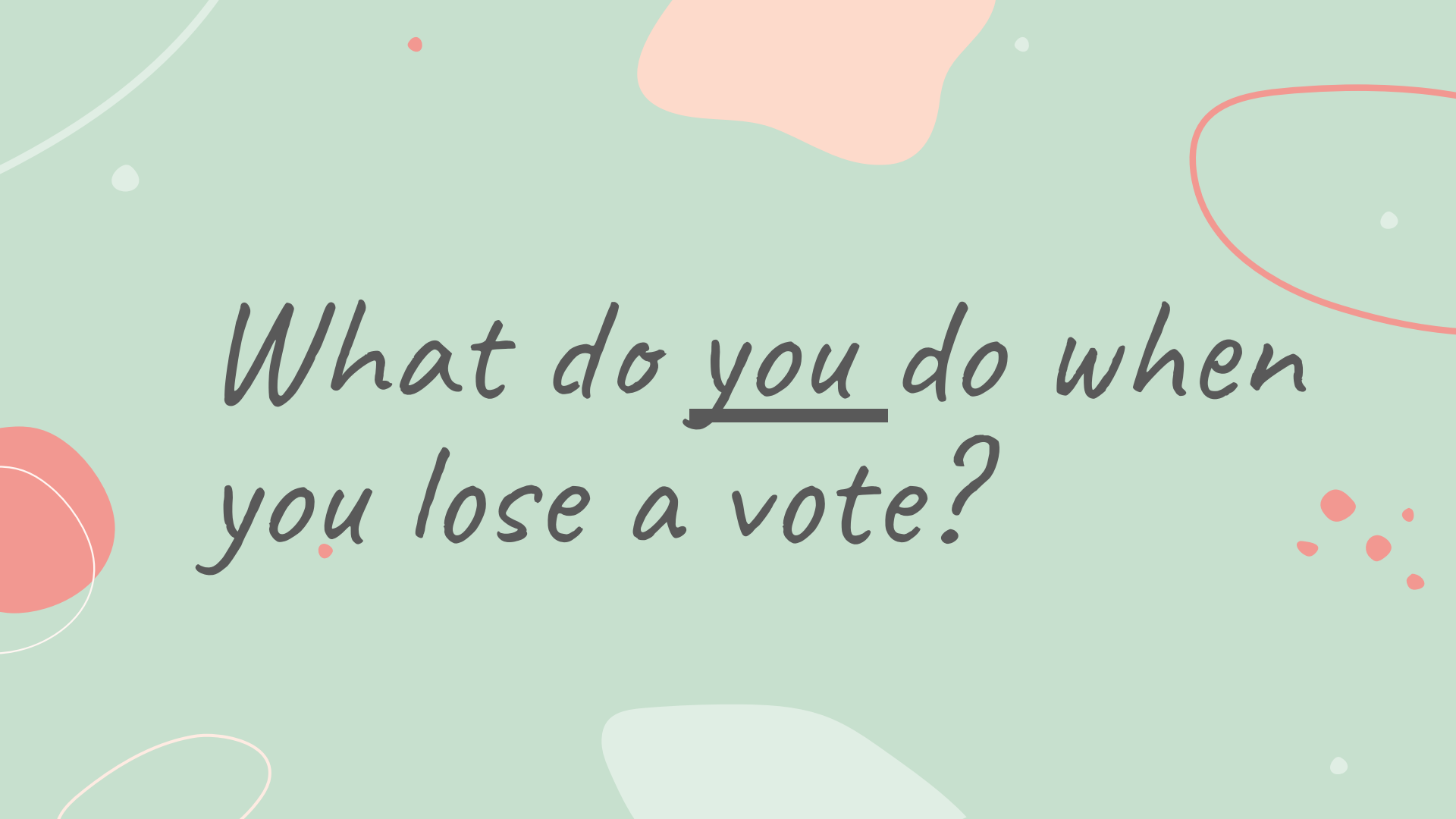


Safety & Leadership Behaviour



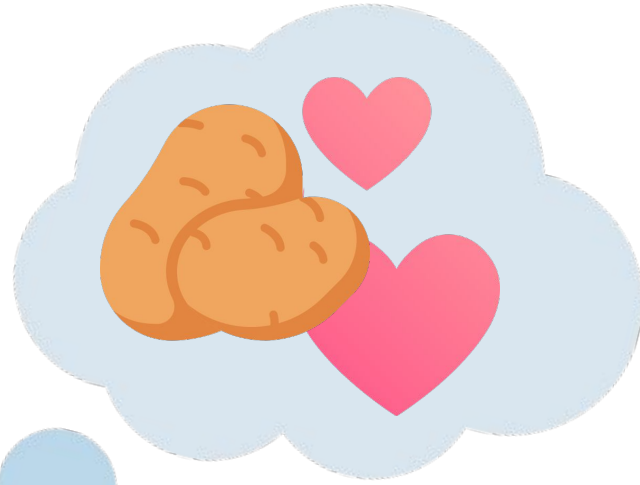
Can you hear what needs be heard?

Wisdom

The background is a light mint green color. It features several abstract shapes: a large, irregular orange shape at the top center; a large, irregular light blue shape at the bottom center; a large red circle on the left side; and a large, irregular red shape on the right side. There are also several small white dots and a few small red dots scattered across the background.

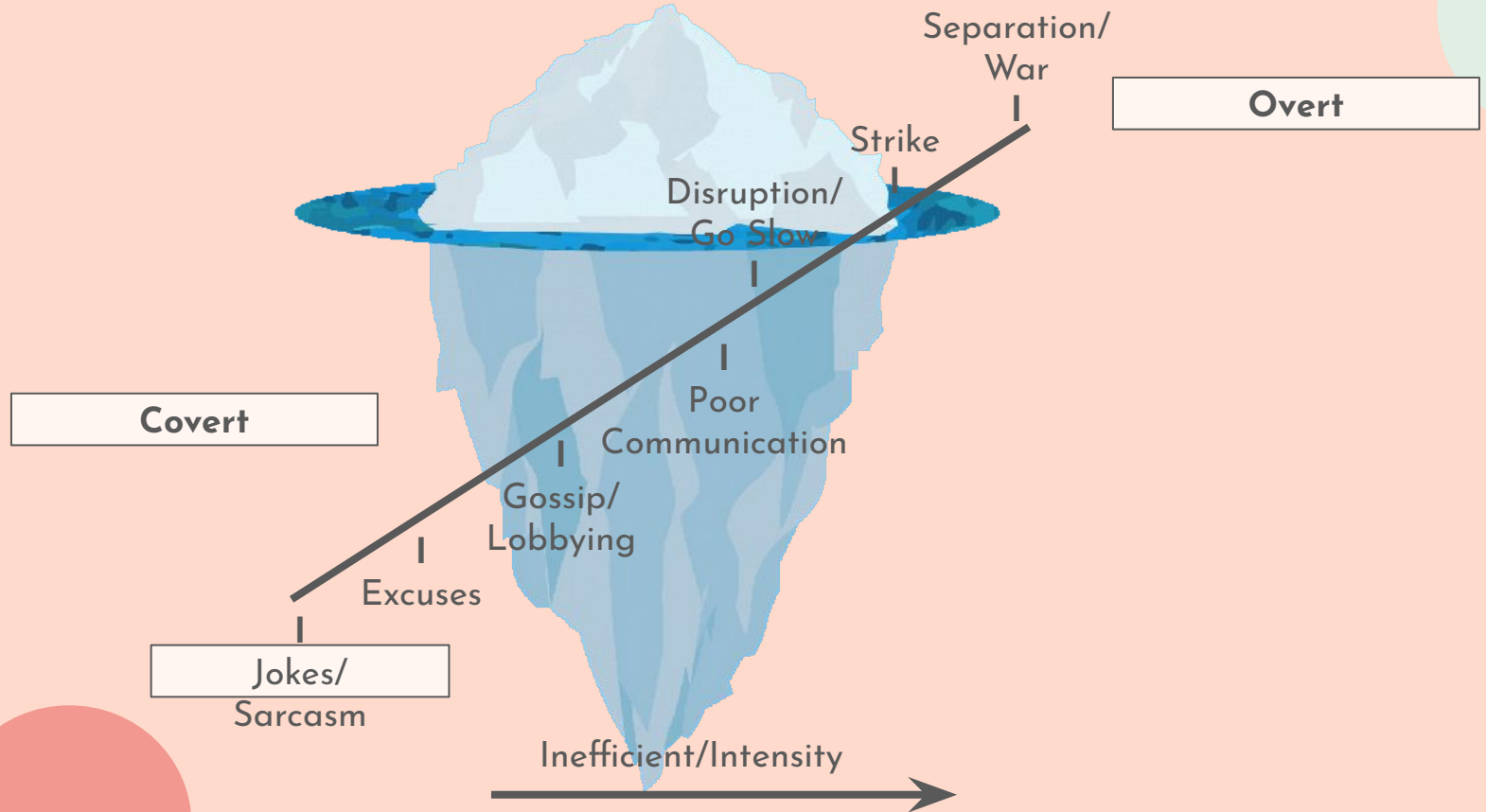
What do you do when
you lose a vote?

Storytime



*The King Who Loved Potatoes
aka "the Potato King"*

Resistance Line



Jokes



Majority vs Deep Democracy



Valuing Resistance

Where might you be
on the Resistance
Line?



Where might someone
be on the Resistance
Line in relation to
you?

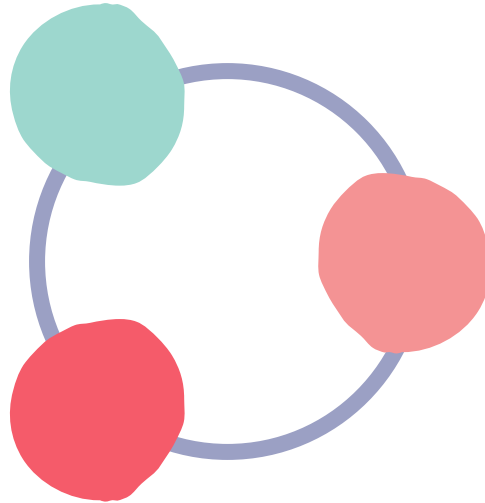
Review

Conflict as path to wisdom

It's a way our unconscious
wisdom surfaces in community

We can assess conflict in groups

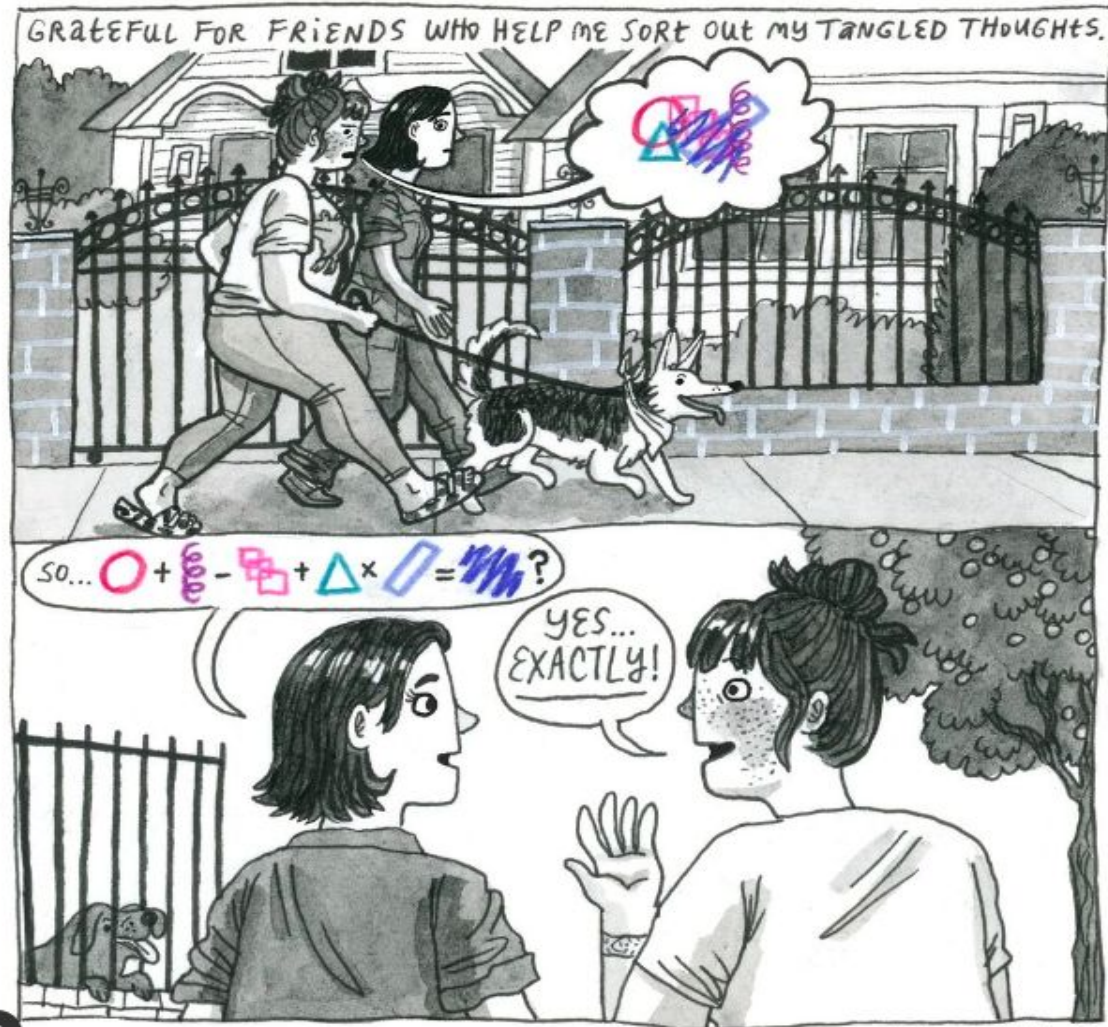
Using the resistance line
behaviours



We resist when we are not heard

Saying what needs to be said
and hearing what needs to be
heard helps address this

Skills: Listening & Mapping



JANUARY 16TH 2024

Skills: Fluidity

credit: @mosaiceye

i have
a lot
to learn

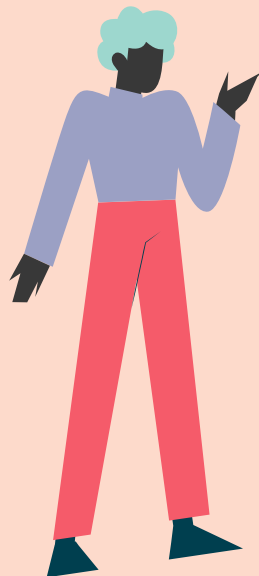
i have
a lot
to share



Equanimity Dance

Take each side of a dilemma you are facing.

Physically stand for each side, one at a time, and say all the reasons it's right...



Take a few steps back.

Notice any emotional shifts or new perspectives that come.



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Training Meeting Facilitation Mediation Conflict Coaching

*These slides were created with
Slidesgo and Freepik*