

# **BEYOND THE WALLS OF CONFLICT**

Mutual Gains  
Negotiating for  
Unions and  
Management

**DAVID S. WEISS**

# Beyond The Walls Of Conflict Mutual Gains Negotiating For Unions And Management

**Normand Laplante, Lucie Côté**



## **Beyond The Walls Of Conflict Mutual Gains Negotiating For Unions And Management:**

Beyond the Walls of Conflict David Solomon Weiss,1996 This roadmap helps negotiators on both sides apply the principles of alternate dispute resolution to the process of collective bargaining and offers a truly breakthrough method of solving problems between unions and management Includes a list of key success factors that are essential to creating labor management peace an exploration of the sensitive topic of trust and mistrust and a new vision for union management relations that focuses on continuous negotiation and ongoing dialogue 4 96      *Leadership-Driven HR* David S. Weiss,2013-01-04 Presents a new vision for HR s role in business Focusing on strategic solutions for HR Leadership Driven HR challenges the traditional view of HR as a service function and replaces it with a new vision of HR as an internal business accountable for the return on investment of essential corporate assets people and organizational processes Leadership Driven HR provides practical strategies for leveraging HR s role priorities accountabilities and organizational design Focuses on strategic solutions for HR addressing current and ongoing concerns in the world of HR Dr David Weiss is President CEO of Weiss International Ltd which leads innovative consulting and HR projects that generate effective strategy leadership innovation and HR solutions for leaders and employees HR serves a critical role in managing your most valuable assets Discover new ways this department can create significant ROI for your business      **Innovative Intelligence** David S. Weiss,Claude Legrand,2011-02-02 Innovation is a key source of competitive advantage but it remains frustratingly elusive for many organizations This book shows you how to close the innovation gap by making individuals and organizations systematically and sustainably innovative You will learn how to embrace a culture of innovation and make it permeate every level of the organization You will find a clear road map and practical tools to redefine your workplace s culture identify and tap into the existing innovative intelligence and develop leaders who can close the innovation gap for greater business success      Work with Me! Gini Graham Scott,2007-07 In Work with Me author Gini Graham Scott presents her proven conflict resolution model first outlined in her popular book Resolving Conflict and now in Disagreements Disputes and All out War Here she applies this model to the workplace guiding readers on how to manage emotions and use logic and intuition to resolve common problems on the job Written for everyone within an organization workers managers supervisors human resource directors and CEOs this book offers the tools needed for taking charge of workplace conflicts and developing the skills to Conquer emotional barriers to resolving conflicts Overcome common communication problems Recognize the organizational and political factors that can create friction Identify individual interests needs and wants that drive conflict situations Deal with difficult people Apply a variety of conflict and negotiation styles Brainstorm ideas to generate resolution alternatives Visualize optimal outcomes      *Mutual Gains Bargaining* David Solomon Weiss,Sean Howes,Chuck Striddle,1996

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David Solomon Weiss,2003 *Franchir le mur des conflits* David Solomon Weiss,1999 Guide pratique qui vise deux objectifs dans le processus de négociations Il vise d abord traiter des négociations patronales syndicales c est dire la négociation dans le monde du travail Il s adresse galement toute personne intéressée celle-ci en tant que technique de communication L auteur fait appel la négociation axée sur les intérêts de part et d autre plutôt qu au positionnement ou la confrontation Dans cette édition on trouve deux études de cas au Canada SDM Interest-Based Bargaining Jerome T. Barrett,John O'Dowd,2006-07-25 Interest Based Bargaining A User s Guide provides a detailed account of why it makes sense to negotiate on the basis of interests rather than positions It provides a detailed set of guidelines for negotiators who wish to develop a cooperative problem solving approach to their bargaining It draws on the experiences of using interest based approaches in the USA and Ireland Interest based bargaining is an approach to collective bargaining that is focused on understanding the interests of parties and on building solutions around these It uses problem solving tools such as brainstorming flip charting and consensus decision making This book will be of particular value to management and union representatives who are already working in a cooperative way and who wish to deepen that cooperation **World Arbitration & Mediation Report** ,1998

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Recent Acquisitions Ohio State University. College of Law. Library,1996 Encyclopedia of Sociology: Japa-publ ,2000

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