

# **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

**Jin-Ying Zhang**



## **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 *The Trainer's Portable Mentor* Terrence L. Gargiulo,Ajay Pangarkar,Teresa Kirkwood,2008-06-23 This highly accessible comprehensive resource shares the passions and key lessons from an all star cast of respected training professionals The

authors covers a range of training topics from designing writing delivering measuring and managing training to developing business acumen They have divided the book into five sections Designing Training Delivering Training Workforce Performance and Learning Measurement and Evaluation and Professional Development including over 60 articles as well as additional resources on a special Web site helpful checklists case studies and assessments throughout and an easily customizable CD The Trainer s Portable Mentor is ideal for anyone new to the field of training and development as well as veterans looking for succinct practical nuggets they can put to use right away In Search of the Eighteenth Camel 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 **Interest-based Collective Bargaining** Brenda Louise Kennedy,1999 Discusses the conditions under which interest based bargaining will be successful Presents a case study of this bargaining approach adopted at a gold mine in a small town in Northern Ontario Contextual Negotiations David Solomon Weiss,Steven R. Bedard,2000 Explores three approaches to negotiations the competitive the collaborative and the contextual approach Presents a case study of interest based negotiations involving Bell Canada and the Communications Energy and Paper Workers Union to show how the negotiation approach changes according to context Electronic Meeting Systems Patricia Galaczy,1999 *Employee Relations International* ,1997 **Whitaker's Books in Print** ,1998 **Library Acquisitions List** Martin P. Catherwood Library,1996 *Recent Acquisitions* Ohio State University. College of Law. Library,1996 Encyclopedia of Sociology: Japa-publ ,2000 Transformations du monde du travail Normand Laplante,Lucie Côté,2013-01-10T00:00:00-05:00 Mondialisation et compétitivité internationale restructuration et délocalisation d entreprises changements technologiques et organisationnels tertiarisation de l économie vieillissement et féminisation de la main d œuvre sont au nombre des facteurs qui transforment le monde du travail Les transformations ne sont évidemment pas sans influence sur le domaine des relations

industrielles qui l'origine s'était développée sur la base d'une relation d'emploi stable selon laquelle le travailleur pouvait escompter faire toute sa carrière auprès du même employeur. Pour souligner le vingtième anniversaire du Département de relations industrielles de l'Université du Québec en Outaouais, des spécialistes font part de façon inédite de leurs réflexions sur l'évolution des relations industrielles et sur les défis qui l'attendent. Ils traitent des grands changements qui touchent les contextes interne et externe des entreprises sur les plans économique, financier et politique, ainsi que des stratégies des enjeux et des pratiques des différents acteurs du système des relations industrielles. Ils s'intéressent particulièrement aux politiques publiques, aux pratiques des organisations, ainsi qu'au développement de la gestion des ressources humaines. Les mutations que subit le monde du travail sont tout autant porteuses de progrès que de risques pour les individus et les organisations qui aspirent de façon légitime à se développer. La lecture de ce livre permettra aux professionnels et aux chercheurs qui œuvrent dans le domaine des relations industrielles de se centrer sur les aspects novateurs de ces mutations et d'en prévenir les effets néfastes.

**American Book Publishing Record**, 1999

## Whispering the Strategies of Language: An Emotional Journey through **Beyond The Walls Of Conflict Mutual Gains Negotiating For Unions And Management**

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