

Good agreements and intentions for resolving conflicts

Intentions

- Start with sharing [MKP USA Values, Vision, and Mission](#) and ask men to use these to be mindful of their intentions and communications.
- Take a stance of assuming best intentions, hope, and brotherhood in our communications today
- Identify this as a Learning Space
- Use of Supports - you can have a support person
- Identify what could be even better yet
- Be curious, ask questions, seek to understand
- Ownership of Impact
- Confidentiality - Idea is to have the best people here to resolve the issues and then get to work in a confidential space where men are able to risk sharing and learning for sake of resolving concerns. Not meant to be a fully transparent place.
 - Agreements -
 - Not to share outside the circle without consent of others
 - Not to speak for others - especially in emails - Example "Dan said (insert sound bite that maybe out of context or too limiting) without Dan's Consent or his side of the story.

Human vs Institution and Roles -

- We are Humans in roles trying our best to handle a difficult situation. We will make mistakes.
- Realize many of us are volunteers or overworked employees.
- Avoid system beating - It is easy to blame the institution - however it really comes down to decisions made by a certain person/people at a certain time. Sometimes there is a failure in successful communication or understanding of an agreement. We encourage all to say the who, decided what or did not do what, and in what context. Also it is important to check the data or assumptions out.

Tools to Use

- Remember the Levels - Individual, Interpersonal, group, institutional, multicultural
- Consider using the language of Impact vs Intent
- Consider when stances of Victim - Perpetrator - Rescuer are being used - and use an alternative stance that may be more productive.
- Try to honor a person's perspective and what wisdom you glean from it before moving to sharing alternative perspectives or asking questions.
- Ask for any other tools anyone wants to bring (NVC giraffe vs Jackal listening and communicating, etc.)

Resources for Conflict Resolution

It has been observed that The ManKind Project is really good at helping men in exploring their missions of service and touching their emotions. However, there are times when some of our tools such as accountability, support accountability and clearings don't work to resolve larger issues. Conflict Resolution provides a great way for men to go much deeper into their conflicts and understand how they can get past their anger and create solutions together.