

Difference Between Negotiation & Conflict Management

Aspect	Negotiation	Conflict Management
Scope	<ul style="list-style-type: none">• Resolves disputes through discussion & agreement.• Transactional and tactical.	<ul style="list-style-type: none">• Broad strategies to prevent & resolve conflicts.• Strategic and ongoing.
Objective & Focus	<ul style="list-style-type: none">• Aims for mutual agreement & win-win outcomes.• Focused on specific issues.	<ul style="list-style-type: none">• Improves interactions & prevents conflicts.• Focuses on relationships and culture.
Processes	<ul style="list-style-type: none">• Techniques: Bargaining, Active Listening, Persuasion, Mediation.	<ul style="list-style-type: none">• Techniques: Communication Protocols, Interaction Norms, Emotional Intelligence Training, Feedback.
Duration	<ul style="list-style-type: none">• Short-term with a clear end once an agreement is reached.	<ul style="list-style-type: none">• Continuous process adapting to new conflicts.
Outcomes	<ul style="list-style-type: none">• Measured by the agreement's terms and implementation.• Immediate and tangible.	<ul style="list-style-type: none">• Measured by reduced conflicts, team cohesion, and productivity.• Qualitative and long-term.



Negotiation And Dispute Resolution

JS Bruner



Negotiation And Dispute Resolution:

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