

Leadership Essentials

Conflict Resolution **(Leader Guide)**

Teamwork is not more **efficient** but it is more **effective**.

Is this a **tension** to manage or a **conflict** to resolve?

The goal of a good leader isn't to **eliminate** all tension but to **maximize** respectful dialogue.

Many conflicts are nothing more than **discipleship** in **disguise**.

Why does conflict exist?

Because we are **selfish** and **prideful**

What is causing the quarrels and fights among you? Isn't it the whole army of evil desires at war within you? You want what you don't have... James 4:1-2a

Because we are too **insensitive** or **hyper-sensitive** with each other.

Therefore, as the chosen of God, holy and dearly loved, put on affection, compassion, kindness, humility, gentleness, patience,

putting up with one another and forgiving one another. If anyone should have a complaint against anyone, just as also the Lord forgave you, thus also you do the same.

Because we don't **discern** demonic opposition.

For we are not fighting against people made of flesh and blood, but against the evil rulers and authorities of the unseen world... Ephesians 6:10

How to deal with conflicts.

"Search me Oh God and know my heart... if there is any offensive way in me..."

Psalm 139:23-24

Search my **heart** and own my part.

Jesus said:

"And why worry about a speck in your friend's eye when you have a log in

your own? How can you think of saying, 'Friend, let me help you get rid of that speck in your eye,' when you can't see past the log in your own eye? Hypocrite! First get rid of the log from your own eye; then perhaps you will see well enough to deal with the speck in your friend's eye. Luke 6:41-42

Deal **immediately** with misunderstandings, hurts and underlying causes of conflict.

"Do not let the sun go down while you are still angry." Eph. 4:26

So if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there before the altar and go. First be reconciled to your brother, and then come and offer your gift. Matt. 5:23-24

Keeping relationships **real** and **reconciled** is a priority in my relationship with God.

If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. Matt. 18:15-17

Go to the person **alone** and resolve it.

Get all the **facts** first.

Everyone should be quick to listen, slow to speak and slow to become angry. James 1:19

Most smaller hurts and offenses would be **resolved** if we just walked things out biblically.

NEXT STEPS IN MORE DIFFICULT SITUATIONS

After going one on one if things are not resolved, discuss the matter with **one other spiritually mature person** who will tell you the truth and get council.

If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. Matt. 18:15-17

How wonderful, how beautiful, when brothers and sisters get along! Psalm 133:1