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## **Coaching for Managing Conflict & Effective Stakeholder Alignment**

### **Course Overview:**

This coaching program is designed to help leaders and professionals navigate conflict and achieve alignment among diverse stakeholders. By combining conflict resolution techniques with strategic alignment practices, participants will gain the skills to foster collaboration, build trust, and drive mutually beneficial outcomes.

Whether dealing with internal teams, stakeholders, external partners, or cross functional groups, this program equips you with the tools to manage tensions and create cohesive, goal-oriented relationships.

### **Who Is It For?**

- **Leaders:** Resolving conflicts and aligning stakeholders with organizational vision.
- **Project Managers:** Balancing competing priorities among stakeholders to meet deadlines.
- **Teams and Cross-Functional Groups:** Improving collaboration and reducing silos.
- **Professionals:** Managing workplace dynamics, negotiations, or client relationships.

## Key Coaching Objectives

### 1. Mastering Conflict Resolution:

- Identify the root causes of conflict and address them constructively.
- Learn practical frameworks for de-escalating tensions and finding common ground.
- Manage difficult conversations with professionalism and empathy.

### 2. Enhancing Stakeholder Communication:

- Develop active listening skills to understand stakeholder concerns and priorities.
- Tailor communication styles to diverse audiences for greater clarity and impact.
- Build trust and rapport to improve relationships and reduce friction.

### **3. Achieving Stakeholder Alignment:**

- Identify shared goals and align stakeholder interests around common objectives.
- Learn facilitation techniques to guide discussions and resolve competing priorities.
- Use negotiation strategies to balance diverse perspectives while achieving results.

### **4. Managing Complex and High-Stakes Scenarios:**

- Navigate conflicts involving multiple parties or competing interests.
- Handle power dynamics and differing agendas with confidence.
- Create strategies to sustain alignment and collaboration over time.

## 5. Building a Collaborative Culture:

- Foster a culture of transparency and inclusivity to prevent future conflicts.
- Establish frameworks for ongoing stakeholder engagement and alignment.
- Promote psychological safety to encourage open dialogue and innovation.

## • Program Highlights:

- **Stakeholder Mapping & Analysis:** Identify key players, their priorities, and potential conflicts.
- **Conflict Styles Assessment:** Discover your approach to conflict and learn adaptive strategies.
- **Alignment Frameworks:** Develop tools to clarify roles, responsibilities, and shared outcomes.
- **Feedback Integration:** Use 360-degree feedback to refine communication and alignment efforts.