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## A mediative approach in organizations. Personal transformation and development in disputes

By Sebastian Dürbeck

GRIN Publishing Aug 2016, 2016. Taschenbuch. Condition: Neu. Neuware - Seminar paper from the year 2016 in the subject Business economics - Business Management, Corporate Governance, University of Applied Sciences Rosenheim, language: English, abstract: Change in organizations is not only a short-term exception in business. Meanwhile it is a continuous proceeding in most companies. This study describes how conflicts occur in organizations and how a mediative approach - especially a transformative one - creates opportunities for implementing conflict-solving instruments. This study considers the resultant challenges of organizational changes and how a corporate conflict management can support the personal transformation of employees by empowering and developing their individual skills. Transformation was and is omnipresent in business and social life: In the 1940s Polanyi called it Great Transformation, in the 1990s Malik named it Transformation21 which means a process characterized by 'exponential increasing complexity', 'appearance of global cross-linked system' and 'dynamic of self-accelerating change'. 40 pp. Englisch.



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