

RedZone Course Overview

Foundations of a Conflict Leader 1.0 & 2.0:

Offers a foundation of terms, ideas, practices, and common languages to help you get an honest view of the conflict management landscape. In 2.0 you will carry forward the common language you have learned and transition that into practical actions that will immediately begin to positively affect your day to day practices.

Parent to Teacher Conflict:

Learn the practical skills needed for effective parent-teacher conferences, mediate parent-teacher concerns, and deescalate potentially volatile conflict situations.

Teacher to Student Conflict:

Gain the knowledge and tools to develop and implement practical techniques for resolving Teacher to Student conflict, identify underlying issues within the conflict, and learn to build an effective communication agenda.

Teacher Coach Role Conflict:

Develop practical skills for managing the load and stresses of teaching, coaching, and managing burnout.

Trauma Informed Care:

Designed to empower teachers and educators to realize the impact of trauma, recognize the symptoms displayed by students, and how to respond with full knowledge.

Bullying Behavior Management:

A high-level exploration of the OLWEUS bullying prevention program, already a standard in the K-12 profession. You will learn the importance of accurately understanding and identifying types of student conflict concerning bullies.

Generational Conflict:

You will be informed on what to do when you're struggling with a fellow-colleague who is from a different generation.



Wellspring Consulting

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RED ZONE



“Outstanding. Great presentation and all very useful to our coaches and administrators. Conflict resolution is one of our top issues as coaches and teachers.”

Jeff Dicus

Duncanville ISD, Lake Travis ISD, and Mission ISD

What does Conflict Cost the District?

According to CPP Inc., employees in the United States spend almost

Three (3) Hours PER WEEK

involved with some form of mild to intense conflict, which amounts to approximately

\$359 Billion in Paid Hours Nationally.

Another study by AtTask, who defined conflict as “...any workplace disagreement that disrupts the flow of work”, found that organizational managers can spend upwards of

26% of Their Time

managing conflict in the workplace.

What does Conflict Cost the Faculty & Staff

Conflict, if left unresolved, can also lead to attitudinal and behavioral issues among teachers and staff that carry hidden costs such as:

- Reductions in Productivity
- Decreased Job Satisfaction and Commitment
- Absenteeism and eventually
- Turnover

All of which lead to bottom-line costs, increased hiring costs, and disruptive restructuring on top of taking away from the learning environment.

Testimonials

“This Conflict Resolution training was applicable to all our coaches, from Jr High to High School. The role play exercises were outstanding and very impactful. I would highly recommend the training to Districts around the state.”

Frank Arnold

Former Judson ISD Head Football Coach, and inductee into the Texas High School Football Hall of Fame

“The RedZone in-service provided excellent new tools for our coaching staff to use in issues relative to parent conflict. The feedback from our staff was all very positive.”

Kevin Ozee

Duncanville ISD & Southlake Carroll

“This training was great for our first-year coaches as well as those with experience. The role play exercise that was done dealing with difficult parents in heated situation, was real in every sense. Highly recommend this training.”

Robert Lenhoff

Cibolo Schertz ISD

Assessment - Conflict Management Profile (CMP)

This Assessment is taken in 2 Parts.

1. The Assessment first identifies one of three work roles preferred by the individual coach/teacher/or staff member

- Relational
- Task or
- Process

Through our educational research, RRG and WRG have identified these areas as overarching functional workplace capacities of administrators.

2. Second, we map these functions against three primary conflict styles...

- Avoider
- Competer
- Problem Solver

....in order to construct individualized report that matches one’s preferred job function to their interpersonal communication style.

The resulting profile will assist the district’s HR office to better match the employee with a job function to reduce inefficiencies and improve workflow.