HEALTHY CONFLICT

THE OPPOSITE OF THE "PARKING LOT MEETING"

with Josh Wymore, Ph. D.

Problem #1: Boring Meetings

If your meetings are boring, it means you or your peers are either not talking about important problems or not sharing what you really think. If you're holding back, you could be robbing others from understanding an important issue from your valuable vantage point.

Solution #1: "Enter the Danger"

Be willing to be the person who asks a stupid question, offers an idea, or questions an assumption. Great leadership requires vulnerability and a willingness to enter the danger.

Problem #2: Too Much Conflict

If your meetings have too much conflict, it might look like decisions grinding to a halt or lots of back-and-forth without resolution.

Solution #2: Shift from "No, because…" to "Yes, if…"

The issue here is probably not that there's too much conflict, it's just not *effective conflict. .* The basic idea is simple: instead of explaining all the reasons something won't work, as in*, "No, because…" you say, "Yes, if."* This process gives you a chance to identify real problems to solve while still cheering for the success of the initiative.

Problem #3: Un-Made Decisions

If you have a meeting and everyone agrees on the next steps, only to find out that a few board members hung around for a "parking lot meeting" and decided to go another direction – this is how decisions can potentially be un-made.

Solution #3: "Disagree and Commit"

If you're uncomfortable with the choice and are going to question the decision later, **do it now**. When you walk out of that board room, no one should be able to tell whose idea was whose because you've all committed to the decision.

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