

Organization and country: Ireland

Name of the activity: Conflict resolution Dynamics – Breathing Exercise

Overview (What I am going to learn?):

In this exercise you will learn about how to tackle conflict situation in a more calm way. It is used in the most modern multinationals nowadays. These corporations have learnt that productivity really improve when human emotions are really taken into account at work.

Objective (What am I going to learn it for?):

This activity will allow me to have a first approximation of the emotions I feel when I am resolving a conflict.

I will be more efficient and rational, this will make me a reference as a potential leader in the company and with my superiors.

Materials:

Articles to hand out:

Excercises to relax at work:

<https://www.forbes.com/sites/amymorin/2015/07/29/5-powerful-stress-relievers-you-can-do-at-your-desk/?sh=19a139d13cc6>

Videos:

The Amigdala Hijack:

<https://www.youtube.com/watch?v=9u3UvXqArqs>

Time: Total Estimated time 30 minutes (it can be shorten)

Target group: Professionals working in the same company, ideally from different departments

Instructions for facilitators

The aim of this activity is to learn how to calm down in a conflict situation prior to analysing and sorting it out.

It will take at most 15 minutes to complete.

It can be done with groups of varying sizes.

The space should be large enough so that participants can form a circle.

Tasks and procedures:

Phase 1:

1. The facilitator starts the activity by explaining that when we find ourselves in a conflict situation this produces an emotional and physiological reaction.
 - a. Use the Amigdala Hijack Video
2. Participants need to understand the emotions may negatively interfere with the rational and efficient solution of a problem.
3. The explanation should be adapted to the type of company and team
4. This may sound like an ideal activity for children, which it is, but it is also suitable for adults with anger management problems.

Phase 2:

1. Participants will start a breathing exercise in order to blow ourselves up like balloons.
2. First, deep breaths are taken while standing with eyes closed.
3. As they fill their lungs with air, they raise their arms.
4. This step is repeated several times, enough times so that everyone has learned to do the exercise correctly.
5. Then they let the air out and start to pretend to crumple up like balloons, deflating until they fall to the floor.
6. This exercise is repeated several times.
7. When a few minutes have passed and they have relaxed, they are invited to drink water
8. Finally they are asked to sit down and smile to each other.

Conclusion and evaluation:

After this activity it is good to take a couple of minutes to be quiet and in silence.

The trainer and participants will notice the benefits of being calmer before solving a problem.

The trainer could ask the participants how they feel, what emotions they have felt, what frustrations they have, and if they are afraid about openly discussing the matter.

From this new, calmer, more humane reality, we can begin to confront the situation with the aim of finding a common and efficient solution for all.