



# TRANSFORMING STORMING AND UNHEALTHY CONFLICT INTO HEALTHY CONFLICT

Conflict is inevitable in work teams. The question is whether the conflict will be healthy or unhealthy. Unhealthy conflict takes the form of personal attacks and damaged relationships. Healthy conflict produces growth in relationships and is the gateway to cooperation and commitment. Individuals and teams that engage in healthy conflict are efficient, producing the best possible solution in the shortest period of time.

## SEMINAR TOPICS INCLUDE THE FOLLOWING:

- Rethink how you perceive conflict
- Make conflict positive and productive
- Understand the role of healthy conflict in high performing teams
- Identify your preferred conflict-handling style by taking an assessment
- Learn how to use the information in the assessment to break down barriers and allow people to better understand and empathize with one another
- Practice simple ways to deal with conflict
- Identify ways in which your behavior contributes to or reduces conflict
- Understand other conflict-handling styles
- Learn skills to focus conflict on concepts and ideas and not mean-spirited, personality-focused attacks
- Understand how to avoid destructive fighting and interpersonal politics
- Learn to transform conflict and confrontation and focus on results

**The seminar employs a balance of content and process and a blended approach to learning. This involves experience-based learning, brief lecture, and small and large group conversations. Methodologies are highly interactive and address different learning styles. Group process exercises and presentations are offered to maximize individual and group learning.**

### DATE:

**8:30 a.m.–4:00 p.m.**

Friday, February 27, 2026

### LOCATION:

**Santa Fe Woman's Club**

1616 Old Pecos Trail, Santa Fe, NM

**COST: \$199**

*(Includes online Thomas Kilmann Conflict Mode Assessment and report.)*

### SEMINAR INSTRUCTOR:

**David Markwardt** owns David Markwardt Consulting, LLC and is the facilitator for many programs in Santa Fe, including. The Executive Leadership Institute, The Essentials for Supervisors Program, ThePublic Servant Emerging Leaders Program, and Santa Fe Chamber of Commerce's Leadership Santa Fe.

## For more information and to register, contact:

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*Customized supervisor, leadership, and team building and other professional trainings are available upon request.*

