

Prevention of destructive conflict should be an objective of every ministerial team. A detailed study of the measures that can be taken to prevent conflict would be a means to achieving such an objective. The chapter on prevention could be used as a basis for discussion of potential problems. It is hoped that such discussion may serve to motivate team members to adopt policies and procedures which will contribute to greater team harmony.

The principle factor in resolving a conflict is to face the problem squarely and work through it with all the parties involved. In doing this, it is helpful to have some guidelines. Such guidelines are provided in Chapter IV. This chapter could also be used as a basis for role playing various conflict situations. Time and effort invested in such an exercise might prove to be invaluable in preparing a team to deal with a conflict situation swiftly and efficiently.

As another aid to discussion of various team situations, a case book is provided on the following pages. The interviews are transcribed conversations with men who have had a variety of experiences in teamwork. Some of the examples given and suggestions made by these men provide positive instruction for achieving harmony and effectiveness in teamwork. The description of some of their experiences serves to show that conflict situations do occur. Perhaps familiarity with such experience will help others to avoid similar pitfalls.