

PeoplesLab

transforming conflict to possibility

Founded and Directed by Dorit Cypis

For people working with people in arts, culture, civics, education and creative business

PeoplesLab offers procedural, pragmatic and sensorial tools for change: meeting *conflict* with an adaptive process to revive trust between people; guiding recognition and understanding of differing perspectives; illuminating ways in which we may be caught in old structures, beliefs and habits; teaching communication and negotiation skills to bridge differences, and generate creative options for effective collaboration. In our era of severe cultural tension and change our collective future depends on our asking, “*Who are we to one another*”, and on choosing to align in mutual support to meet each other with new creative responses.

Conflict is human and necessary for growth - without conflict nothing changes - yet conflict often blinds us, narrows our perspective, and provokes us to be reactive – leading us to assume, avoid, accommodate or attack others. Everyone becomes dispirited - we each suffer. What if we became more porous and open to the details underlying conflict? What if we responded thoughtfully instead of reacting habitually? What if we recognized our differences as an opportunity to transform conflict into new possibility?

Consulting + Facilitation

- Conflict Assessment
- Adaptive process design
- Facilitated Dialogue
- Strategic Action Planning

Training

- *Integrated Tools of Engagement* – adapted for unique group needs
- Critical tools to recognize cultural and personal context of identity
- Reflexive and somatic tools to expand self-awareness
- Communication tools to bridge differences
- Negotiation tools to build new generative relations

Mediation

- Confidential process
- Equal participation for all parties
- Creative + responsive solutions to immediate conflict
- Opportunity for change within people and between people