

Certificate Program – Leadership in Research: Module 5

Constructive Conflict Management

Objective

Conflicts are a natural part of collaboration, especially in research environments with diverse perspectives and competing priorities. This module helps researchers recognize conflicts early, address them constructively, and build trust through practical strategies that strengthen collaboration and foster a positive team culture.

Description

Whether arising from misunderstandings, differing expectations, or competing interests, conflicts can negatively affect team performance if left unresolved. At the same time, when managed effectively, they can lead to better communication, stronger relationships, and improved collaboration. In this module, participants explore the dynamics of conflict in academic settings and develop practical approaches for handling challenging conversations. Understanding conflict dynamics

- Recognising conflicts at an early stage
- Conflict resolution strategies
- Conducting difficult conversations
- Giving and receiving constructive feedback
- Managing emotions in conflict situations
- Strengthening trust and collaboration within teams

Methodology

- Short theoretical inputs
- Case studies from academic environment
- Group discussions
- Role-play exercises
- Reflection activities and transfer exercises

Target group

This module is designed for researchers with leadership responsibilities or those preparing for leadership roles. No prior training in conflict management is required. Participants should be willing to reflect on their own conflict style and actively engage in practical exercises

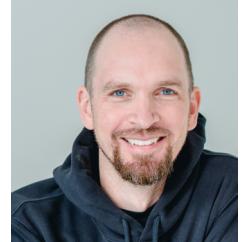
Conditions - Certificate Program

- This is the **third module** of the Leadership in Research certificate program.
- If you wish to obtain the certificate (all 5 modules), please send an email to workshops@grade.uni-frankfurt.de.
- Those seeking the certificate receive priority registration for the relevant modules.
- All modules are available as stand-alone elements and can be attended without obtaining the full certificate.

Organizational Information

Language / Format	English / On campus
Target group	Postdocs (R2/R3) from all faculties
Date	Tuesday, 11 May 2027, 9:00 – 15:00
Registration	For registration click here

Trainer



Robert Kötter
TwentyOne Skills

- Researcher with over 20 years of leadership experience
- Founder and managing director of several companies, currently at Twenty One Skills GmbH
- Author and LinkedIn Top Voice on future skills in academia

