

Artful Approaches to Conflict Resolution Practice



A Creative and Collaborative Approach for Change and Transformation.

- How can communities of practice think artfully and creatively about their work?
- Why should a community of practice think artfully and creatively about what they do?
- When faced with the realisation that change is necessary, what external and internal resources are available to these communities to create a preferred future?
- How can we create a shift in our thinking?

Within a collaborative framework this workshop seeks to engage people into an inquiry about what it means to be a community of practice and how that community can engage artfully and creatively to bring about transformation.

We will explore how artful inquiry offers us different forms of knowledge. By engaging with the arts and artful processes we can develop our imagination and our capacity for understanding and empathy. By thinking artfully and creatively we can find a fresh perspective so that our old habits of mind do not dominate our reactions with stock responses (Eisner 2008, 11).

The ability to expand one's own creativity and connect with our communities and communities of practice is essential in our personal and professional lives. If we are serious about managing change and conflict the arts and artful inquiry offer a way in which to do that because the arts are about emotion, and emotion has to do with the ways in which we feel. Becoming aware of our capacity to feel is a way of discovering our humanity (Eisner 2008, 11). In discovering our own humanity we have the potential to understand others.

The workshop provides an experiential and reflective space for participants to reflect on the artistry of their practice particularly when working with conflict. Participants have the opportunity to engage in creative processes and conversations about their professional practice.

A range of arts-based activities including improvisation, drawing, storytelling and working with artefacts allow participants to explore the art of their profession and what it means to work with conflict and resolution. Time is given for participants to consider where they are currently in their practice and where they would like to take their practice in the future.

Key Themes:

- Artistry and Reflection – new ways to engage with your practice
- Building networks and communities of practice
- The ability to reflect and reflect in different ways
- Understanding Artful Inquiry – ways to think about your practice. It is about alternative ways of thinking, seeing and doing.
- Creating some ground rules for self and others
- Silence is golden. Being comfortable with silence. Listening and observing. What is not being said?
- Working with images to promote other ways of thinking and seeing.
- The ability to improvise: the act of creating is a combination of planning and improvisation. Preparation is extremely useful but sometimes it is important to let go of the plan and improvise.
- Seeing things from a new perspective. Breaking old habits and creating new ones.

Contact Cathryn Loyd

Web: www.maverickminds.biz
Email: cathrynloyd@maverickminds.biz
Phone: +61 (0)406 007 753

Contact Samantha Hardy

Web: www.samanthahardy.com.au
Email: info@samanthahardy.com.au
Phone: +61 (0)407 140 860

Artful Approaches to Conflict Resolution Practice

"I thought the day was excellent. It has added another dimension to my thought processes in regards to my personal reflection, not only as a mediator but in other interpersonal exchanges that I am involved in."

"I previously hadn't consciously considered artistry in my profession at all...it gave me permission to be more adventurous in mediation, if I can consider it an art form. I did a conciliation recently and I am sure that the reflections from the workshop, as well as the articles, gave me more confidence to do what I felt was appropriate".



Associate Professor
Samantha Hardy

Sam is the Director of Conflict Resolution and Practice at the Australian Centre for Peace and Conflict Studies (ACPACS) at the University of Queensland. Since 1997 Sam has taught conflict resolution to university students, lawyers and a wide range of people from private and public organisations. She also has a consultancy practice in facilitation, mediation and conflict coaching.

Sam is a Nationally Accredited Mediator and completed advanced negotiation training at Harvard Law School. She is also a CINERGY® trained Conflict Coach. Sam has a range of postgraduate qualifications in law, conflict resolution and teaching.

Her PhD thesis examined the impact of different methods of dispute resolution on the health outcomes of personal injury litigants. Her Masters of Laws primarily focused on Trade Practices Law and Alternative Dispute Resolution. She also has a Graduate Certificate in University Learning and Teaching and a Bachelor of Arts (double major in French).

Sam has a particular interest in education and training and has been recognised as a leader in this field. She received a University Teaching Excellence Award in 2003, and a National Carrick Citation for an Outstanding Contribution to Student Learning in 2006. In 2006 she was also appointed a Fellow of the Higher Education Research and Development Society of Australia.

Sam has published widely in conflict resolution, including her latest book *Dispute Resolution in Australia* 2nd Ed. (2009).



Cathryn Lloyd,
Principal
Maverick Minds

Cathryn Lloyd is the Principal of Maverick Minds an experiential learning and professional development consultancy. Her passion is using creative methods to develop creative and reflective learning environments to foster artful inquiry and personal and professional artistry.

Cathryn is an experienced facilitator, arts practitioner and published researcher. Cathryn has designed and delivered numerous workshops and courses for corporate, government and educational bodies. She has been the principal of her own design studio. She was the Professional Training Manager at Central Saint Martins College of Art and Design, University of the Arts London.

Cathryn is currently undertaking a doctorate within the Creative Industries faculty at the Queensland University of Technology where she is researching the field of arts-based learning. She has a well developed knowledge of how arts-based learning methods can be used for a range of professional learning and management education situations including creativity and innovation, team development, leadership and understanding conflict. She has trained in facilitative and transformative mediation at the Australian Centre for Peace and Conflict Studies. She is a volunteer guide at the Queensland Art Gallery and Gallery of Modern Art, yoga practitioner and devotes time to her own arts practice.



MAVERICK MINDS

where art and business meet